



## National Council for Air and Stream Improvement, Inc.

### Job Description

Position:	<b>Wildlife Biologist I – Pollinator (1 position)</b>
Reports to:	Sr. Research Scientist – Western Forest Wildlife Ecologist
Work Week:	40 hours per week; possible OT to meet work demands
Revised:	February 3, 2026
Duty Station:	Eugene Oregon or HJ Andrews Experimental Forest (TBD)
Duration:	Position dependent: April 1 <sup>st</sup> (5.5 months, position dependent)
Salary:	\$19.00-\$22.50/hour; commensurate with experience This is a non-exempt position, eligible for overtime.
Benefits:	Position not eligible for benefits
Safety:	The following job posting is for a safety sensitive position for which impairment while working presents a substantial risk of death and is therefore exempt from Washington's new marijuana testing law RCW <a href="#">49.44.240</a> , and pre-employment marijuana testing is required.
Key Words:	Pollinators, vegetation surveys, Douglas-fir seedling survival

**Job Description:** Field surveys vegetation and tree seedlings in managed and post-fire forested areas of Oregon. Recent timber harvests and wildfires have created significant challenges for forest regeneration, as newly planted Douglas-fir seedlings often struggle to establish due to competition from invasive species, poor soil conditions, and environmental stress. This study investigates whether native forb and legume mixes can serve as "nurse plants" to improve seedling survival and growth while suppressing invasive weeds. Our objectives are to test whether different native forb and legume mixes, varying in rooting depth, can suppress invasive species and reduce competition for resources around Douglas-fir seedlings, and to determine if specific native plant mixes improve seedling survival, height growth, and stem diameter in post-harvest and post-fire sites. Primary duties of crew members will consist of measuring Douglas-fir seedling height, stem diameter, and survival rates across experimental treatments, quantifying native forb establishment, cover, and persistence in seeded plots, assessing invasive weed abundance and composition in treatment versus control areas, and, collecting vegetation data using standardized protocols, and entering and managing field data with accuracy and attention to detail.

#### Essential Job Functions:

1. Use forest survey equipment (e.g. hypsometers, GPS) to collect detailed vegetation/habitat measurements and information at multiple study sites.
2. Position will require working outdoors in inclement weather, often in recently harvested forest stands. Must be able to carry heavy gear (30+ lbs.) on steep slopes with challenging field conditions. Must be able to get to and work from several remote locations throughout Oregon, drive

unimproved forest roads, read maps, navigate through a forested landscape, and relate well with the public.

3. Gather data using specific protocols, enter in either phones, tablets or Excel.
4. Willingness to have a flexible work schedule and travel between study locations. The ability to camp outdoors overnight at designated camp sites is required.
5. Demonstrate an ability to work effectively with others toward meeting the goals of the National Council of Air and Stream Improvement, Inc. (NCASI).
6. Develop a familiarity with NCASI's mission, policies, practices, and procedures.
7. Become acquainted with the environmental issues of the forest products industry.
8. Read, absorb, process, and communicate complex information.

**Additional Responsibilities and Requirements:**

1. Undertake additional activities as assigned by Supervisor.
2. Follow all safety protocols.
3. Pass a pre-employment drug test.

**Minimum Qualifications:**

1. Knowledge of Pacific Northwest plants, including tree, shrub and forb species.
2. Prior experience with insect collection (e.g., netting bees) and sampling pollinators in a field setting.
3. Experience identifying plants using field guides such as Pojar and MacKinnon (2004) and taxonomic keys like Hitchcock and Cronquist (1973).
4. Senior standing as an undergraduate (>3 years college education and >2 seasons prior field work) or a degree in a biological sciences discipline or related environmental field with a focus on entomology, animal ecology, or botany.
5. Must have driving record which can be approved by Federal Agencies to drive government vehicles and be insured at standard rates.
6. Basic data entry experience (Microsoft Excel).

**Preferred Qualifications:**

1. Prior land navigation and field experience.
2. Successful applicants will be self-motivated, have a strong work ethic, and be able to work harmoniously in a small group.
3. Track record of working in a safe, efficient, and cooperative manner in a team setting.
4. Knowledge of bees and/or hoverflies in the Oregon coast range.

**To Apply:** Please send cover letter, resume, and 3 references with phone numbers and e-mail addresses to: Laurie Clark, NCASI, 8769 Hwy 42, Tenmile, OR 97481, preferably delivered electronically to: [lclark@ncasi.org](mailto:lclark@ncasi.org) with "Pollinator Crew Application – Bio 1" in the subject line. Applicant review will begin immediately and continue until the position is filled. NCASI is an equal opportunity employer.

