Michigan State University Extension and Michigan Natural Features Inventory
Conservation Associate
Located in Lansing, Michigan

Organizational Background:
The mission of Michigan Natural Features Inventory (MNFI) is to guide the conservation of Michigan's biodiversity by providing the highest quality scientific expertise and information. MNFI's vision is to be the authoritative source of information on biodiversity that is widely used to conserve Michigan's unique natural heritage for current and future generations.

Position Summary:
As part of MSU Extension and the Michigan Natural Features Inventory (MNFI), the successful candidate will collect, analyze, and communicate information about Michigan's natural communities and rare and declining plants and animals; help maintain Michigan's Natural Heritage Database; and work cooperatively with public and private agencies, organizations, and individuals to inform and guide decisions that impact biodiversity management and conservation.

Appointment:
This will be a fixed-term appointment. This appointment is 10 months with potential for extension contingent upon available funding.

Responsibilities:
- Plan and conduct field inventory, research, and/or monitoring of natural communities and rare and declining species;
- Delineate and classify vegetation using aerial photographs and GIS and conduct field inventories to ground truth stand delineations and classifications;
- Collect, evaluate, analyze, and disseminate ecological, vegetation, and faunal data, and manage data within multiple databases;
- Help maintain and expand Michigan's Natural Heritage Database of occurrences of natural communities and rare plant and animal species;
- Develop and maintain working relationships with natural resource managers, researchers, and other partners and stakeholders through collaborations and consultations;
- Provide technical assistance, guidance, and training on Michigan's natural communities and rare species, ecological restoration, and biodiversity stewardship to staff within the Michigan Department of Natural Resources and other state, federal, and local agencies and organizations;
- Recruit, train, and direct seasonal staff;
- Participate in MSU health and safety monitoring programs as necessary;
- Assist in project development, management, and implementation;
- Prepare and submit project reports and other publications;
- Participate in proposal development to obtain funding and support for projects that further MSUE and MNFI's mission;
- Understand and implements Civil Rights policies and procedures;

- Perform other duties as assigned.

Minimum Qualifications:
- Master's degree in ecology, zoology, forestry, botany, biology, geography, natural resource management, or closely related field must be earned by date of hire;
- Experience designing and conducting field-based ecological studies, especially those involving vegetation sampling, mapping, and monitoring, and wildlife surveys;
- Experience with natural community surveys and evaluation, including both upland and wetland natural communities;
- Familiarity with botanical and animal identification keys;
- Knowledge of and experience with natural areas stewardship and ecosystem management;
- Ability to independently conduct long days of strenuous fieldwork under adverse conditions for prolonged periods of time throughout the State of Michigan including working in remote areas, difficult terrain, and vast tracks of open wetlands and swamp forests;
- Orienteering, map reading and the ability to navigate in remote areas;
- Strong oral and written communication skills, organizational skills, ability to complete tasks in a timely fashion, and attention to detail;
- Ability to work independently and in teams of diverse people;
- Demonstrated ability to quickly learn new skills and procedures;
- Experience with Microsoft Office, GPS technology, and electronic data recorders;
- Demonstrated commitment to the conservation of biological diversity;
- Use of personal vehicle and travel over weekends and for extended periods of time may be necessary; and a valid driver's license is required;
- Proven ability in establishing and working with a diverse network of constituents and community members across race, gender, socioeconomic class, disabilities and other differences;
- Understanding of and ability to implement Civil Rights principles and compliance standards.

Desired Qualifications:
- Ph.D. in relevant field;
- Knowledge of the ecosystems and natural communities, including the landscape ecology, natural processes, geology, soils, and anthropogenic disturbance history that characterize these systems, as well as the flora and fauna of Michigan and/or the Upper Great Lakes;
- Experience conducting MiFi Stage 1 inventory on state lands, and familiarity with MiFi and Biotics databases, and Toughpad data loggers;
- Experience developing and implementing monitoring protocols;
- Experience conducting floristic quality assessments;
- Demonstrated ability to quickly identify plant and animal species in the field in both upland and wetland communities;
- Understanding of standard forest measurements (i.e., basal area sweeps, canopy closure and size class estimation, tree diameter and age determination);
- Knowledge of and/or experience in ecological restoration, silvicultural prescriptions, invasive species control, or prescribed burning;
- Experience with ESRI GIS software and statistical software (e.g., SAS, SPSS, or SYSTAT);

- Knowledge of NatureServe's natural heritage data management methodology.

Application Process:
- Interested and qualified candidates should visit the Michigan State University jobs page at www.jobs.msu.edu to apply for posting number **4326**.
- Candidates are required to submit an up-to-date resume/CV, letter of interest and the names and contact information (including email addresses) for four professional references.
- Application deadline is currently November 20, 2016.