



POSTING DATE: 3/11/2020

HALLUX ECOSYSTEM RESTORATION PREDATOR CONTROL SPECIALIST (3 openings) – HONO O NA PALI SEABIRD MITIGATION PROJECT.

SUMMARY OF DUTIES: Full-time (1 year commitment preferred) Predator Control Specialist position with Hallux Ecosystem Restoration LLC, located in Lihue, Kaua'i, HI, USA. Continuation of employment is based on work performance, program/operational needs, and compliance with applicable Federal and State Laws.

MONTHLY SALARY: \$2,900 - \$3,250/Month depending on experience/performance

START DATE: March/April 2020

Our Predator Control Specialists work as part of a collaborative team to monitor and control non-native invasive vertebrates including cats, rats, mice, barn owls, and feral pigs within three endangered Hawaiian Petrel and Newell's Shearwater colonies in the remote and mountainous Hono O Na Pali (HONP) Natural Area Reserve on Kaua'i. They work under the direction and guidance of the HONP Seabird Mitigation Project Associate Biologist (AB), and the Hallux Ecosystem Restoration Lead Biologists (LB). The PCS's operate, maintain and manage various types of traps for invasive mammals, and participate in hunting operations, following Hallux Ecosystem Restoration standard operating procedures, safety protocols, AVMA humane standards, state and federal laws and IACUC protocols.

Trapping and hunting operations take place on technical ridgeline trails and in/out of steep drainages, often in rainy conditions. Conservation and research-related hunting or trapping experience is preferred, but not required. PCS's are also tasked with trap modification and development, construction tasks, seasonal trap maintenance, operation of power tools and vehicles, and helicopter/sling-load operations. S/He will regularly use handheld radios/GPS units, trail cameras, telemetry, and map/compass navigation. Additionally, s/he will collect detailed data in the field and enter data into our access geo-database. The PCSs also assist in data proofing and the preparation of site maps and other tasks related to reporting and keeping accurate records of the fieldwork.

All crew live and work in remote, primitive conditions for up to eight (8) days at a time with limited cell service. While in the field, staff supply supplemental information on distribution and breeding success rates of endangered seabirds, as well as other native species, within the study areas. S/He is expected to safely operate handguns, shotguns, rifles and other authorized pellet guns or firearms from a variety of body positions in authorized project-related research or wildlife control programs. Advancement within the Specialist position allows for up to four levels, each increasing in responsibility, required expertise, and compensation. Advancement through each level is evaluated and awarded based upon employee experience level within the company, job performance (both in the field and the office), trap handling skills and competence, biological knowledge and expertise, attitude, and advanced firearms training.

PRIMARY QUALIFICATIONS: EDUCATION/TRAINING: Bachelor's degree from an accredited four-year college or university in Biology, Natural Resource Management, Wildlife Management, or Environmental Science, with basic/related biology coursework is preferred, not required. (A Bachelor's degree in an unrelated field with at least two years of experience managing natural resources for the protection of threatened or endangered species, specifically involving predator control may substitute for a more wildlife-specific degree).

LICENSES AND DRUG TESTING: Must be able to legally acquire a firearm in the state of Hawai'i. Must be able to pass state and federal criminal history/record background check at initial hire, which legally enables possession and use of firearms and ammunition throughout duration of employment. Must possess a valid US driver's license and be legally able to drive. Must have hunter's safety or firearm safety (NRA or equivalent) with proof of course completion. Must be able to pass a random non-DOT drug test.

EXPERIENCE: At least two (2) years of remote field work experience in natural resource management with a specific emphasis on natural resource protection. Experience must be well documented and acquired while under the employment of an academic institution, governmental agency, private company or non-profit organization in the related field.

KNOWLEDGE: Knowledge of native Hawaiian flora and fauna and threats from alien species. Knowledge of the principles of ecology and wildlife biology. Must demonstrate knowledge of safe use of firearms and wildlife traps.

ABILITIES AND SKILLS: Ability to use compass, map, and GPS hand-held units for navigation and data recording. Ability to take accurate and detailed data in the field and input data into a database. Ability to communicate well both orally and in writing. Ability to work independently in remote field settings. Demonstrate ability to euthanize trapped animals humanely and understand the importance of humane treatment. Basic mechanical and carpentry proficiency. *Post Offer/Employment Condition:* Must possess the American Red Cross Certification in First Aid/CPR or be able to obtain and maintain the certificate prior to use of firearms on the job (whichever comes first) and maintain certification throughout duration of employment. Must obtain and maintain National Rifle Association or National Park Service firearms training (or other comparable training) and State of Hawai'i/DLNR Hunter Education Training Program firearms certification. As a condition of employment, all certifications must be obtained and maintained as specified by the certifying agency or as required by state and federal laws. Failure to pass the firearms qualification requirements may be grounds for disqualification of part or all of the job duties. Must be able to complete basic helicopter safety course within six (6) months from date of hire.

PHYSICAL AND/OR MEDICAL DEMANDS: Ability to hike and camp in remote areas and rugged terrain under inclement weather conditions, up to eight (8) consecutive days. Must be able to work alone during the day, and camp in small groups in evenings. Ability to hike up to twelve (12) miles on irregular terrain with backpacks weighing up to fifty (50) pounds, unassisted. Valid Driver's license and insurance required, must be legally able to drive.

POLICY AND REGULATORY REQUIREMENTS: As a condition of employment, employee will be subject to applicable Hallux Ecosystem Restoration policies and procedures as applicable. Violations of Hallux Ecosystem Restoration policies/procedures and/or applicable IACUC, State or Federal laws may lead to disciplinary action (including, but not limited to, possible termination of employment, personal fines, civil and/or criminal penalties, etc.).

SECONDARY QUALIFICATIONS: Previous fieldwork experience with emphasis on invasive vertebrate trapping and control with a land management agency or a county, state, or federal program in Hawai'i. Previous experience monitoring endangered Hawaiian seabirds. Experience using remote cameras to monitor wildlife. Experience working in and around helicopters. Experience in identification of native Hawaiian plants and animals, and non-native plants. Mechanic, fabrication, and carpentry skills are highly desirable.

INQUERIES: Alex Dutcher - adutcher@hallux-eco.com, (734)678-5475 (Kaua'i).

HOW TO APPLY: Please send the following documents to Alex Dutcher (email above): 1. Cover letter 2. Resume 3. Supervisory References (3 required) 4. Copy of Degree (s)/Transcripts (s) and Certifications. All applications must be submitted by the closing date at 11:50PM HST as stated on the job posting. If you have questions about the position, please email or call Alex Dutcher.

CLOSING DATE: March 26, 2020.

ABOUT US: Hallux Ecosystem Restoration LLC is a locally owned and operated company on the island of Kaua'i, Hawai'i. We are a team of innovative predator control experts, dedicated to the protection of native ecosystems and the removal and management of invasive species. Our projects focus on the protection of threatened and endangered seabirds in both the remote mountainous wilderness areas and the coastal preserves of Kaua'i. We pride ourselves in developing and applying advanced methods and techniques to most effectively and efficiently manage and remove invasive predators, using a combination of best available science, years of experience, and traditional trapping knowledge. Visit our website at <https://www.hallux-eco.com/> and our Social Media page at www.facebook.com/hallux.eco/