



# Nature Collective

CONNECT. EXPERIENCE. PROTECT.

## ECOLOGY DIRECTOR Job Description

**Reports to:** Executive Director  
**Location:** Encinitas, CA  
**Classification:** Full-time/Exempt  
**Compensation:** \$81,000 - \$91,000

### Position Summary

The Ecology Director is pivotal in formulating short- and long-term strategic management blueprints while actively managing the execution and evaluation of Nature Collective's habitat restoration initiatives. This leadership position oversees a team of up to 10 employees, fostering the growth and nurturing of relationships with funding partners and successfully acquiring grants to support the organization's mission and vision. Additionally, the Ecology Director manages the habitat management program and leads all habitat restoration projects, ensuring their successful implementation and alignment with Nature Collective's ecological goals.

### Responsibilities

- Develop, implement, and monitor habitat restoration efforts and conservation strategies for sensitive species
- Write technical reports for grants and contracts
- Write grants to secure federal, state, or local funding
- Lead and manage the habitat management team
- Oversight of the native plant nursery and its expansion
- Build and steward collaborative relationships with funders, partners, organizational leadership, colleagues, and the public
- Collaborate effectively with other departments to ensure educational outreach opportunities are incorporated into Habitat Restoration projects
- Ensure compliance with all federal, state, and local laws

- Lead, influence, motivate, and coach up to 10 employees effectively
- Attend and collaborate in staff and leadership meetings
- Occasionally attend regional conferences and meetings

### **Qualifications**

- A Master in Life Sciences (Ecology, Environmental Science, Botany, Biology, Fisheries, Forestry) is required, or 7-10 years of work experience
- Working knowledge of Southern California habitats, flora, and fauna
- Native plant identification skills and knowledge of Southern California plant communities
- Experience with field data collection and standard protocols (e.g., CNPS-Relevé & CRAM methods of sampling vegetation and habitats)
- Ability to work cooperatively with others to achieve organizational goals, mission and vision
- Experience and knowledge of statistical methods to analyze field-collected data
- Excellent verbal and written communication skills
- Must be able to demonstrate the skill to secure federal, state, and local funding.
- Experience designing, implementing, monitoring, and reporting for large-scale habitat restoration projects
- Experience working for a nonprofit organization
- Experience supervising a team of up to 10 employees
- Ability to work with diverse backgrounds
- Proficient in Microsoft Suite
- Proficient in ArcGIS
- Must have a clean driving record
- Must possess a clean driving record.
- Bilingual in Spanish/English

### **Preferred Qualifications**

- Qualified Applicator License or Certificate

### **Physical Requirements**

- Must be able to complete arduous work in various climates, outdoor working environments, and working conditions.
- Must be able to lift and move up to 50 pounds
- Must be able to hike up to 3 miles on rugged and difficult terrain in outdoor environments.
- Must be able to work in water up to 5 feet in depth
- Prolonged periods sitting at a desk and working on a computer
- Ability to navigate independently to and around San Diego County project sites.



## EMPLOYMENT APPLICATION

Submit this application, a cover letter, and resume to  
HR@naturecollective.org. Subject: Ecology Director. Applications will be  
accepted until November 15, 2023.

We are an equal opportunity employer and do not discriminate against otherwise qualified applicants on the basis of race, color, religion, sex, gender identity, gender expression, pregnancy, national origin, ancestry, age, marital status, physical disability, mental disability, medical condition, sexual orientation, military or veteran status, genetic information and any other characteristic protected by applicable state or federal law.

Please carefully read and answer all questions.

### APPLICANT INFORMATION

<u>EMPLOYEE'S NAME (LAST, FIRST, M.I.)</u>		<u>TODAY'S DATE</u>
<u>STREET ADDRESS</u>		<u>APARTMENT/UNIT #</u>
<u>CITY</u>	<u>STATE</u>	<u>ZIP CODE</u>
<u>PHONE NUMBER</u>	<u>EMAIL ADDRESS</u>	
<u>POSITION APPLIED FOR</u>	<u>DATE AVAILABLE</u>	<u>DESIRED SALARY</u>
ARE YOU LEGALLY ELIGIBLE TO WORK IN THE U.S.? <input type="checkbox"/> YES <input type="checkbox"/> NO	HAVE YOU EVER WORKED FOR THIS COMPANY? <input type="checkbox"/> YES <input type="checkbox"/> NO	

### EDUCATION

<u>HIGH SCHOOL</u>	DID YOU GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	<u>DEGREE EARNED</u>
<u>COLLEGE</u>	DID YOU GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	<u>DEGREE EARNED</u>
<u>OTHER</u>	DID YOU GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	<u>DEGREE EARNED</u>

### EMPLOYMENT HISTORY (PLEASE INCLUDE 7 YEARS OF EXPERIENCE)

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT <input type="checkbox"/> YES <input type="checkbox"/> NO	
<u>RESPONSIBILITIES</u>		

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT <input type="checkbox"/> YES <input type="checkbox"/> NO	
<u>RESPONSIBILITIES</u>		

**EMPLOYMENT HISTORY (CONTINUED)**

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT __YES __NO	
<u>RESPONSIBILITIES</u>		

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT __YES __NO	
<u>RESPONSIBILITIES</u>		

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT __YES __NO	
<u>RESPONSIBILITIES</u>		

<u>REFERENCES</u>			
<u>FULL NAME</u>	<u>RELATIONSHIP</u>	<u>COMPANY</u>	<u>PHONE NUMBER</u>
<u>FULL NAME</u>	<u>RELATIONSHIP</u>	<u>COMPANY</u>	<u>PHONE NUMBER</u>
<u>FULL NAME</u>	<u>RELATIONSHIP</u>	<u>COMPANY</u>	<u>PHONE NUMBER</u>

**DISCLAIMER AND ACKNOWLEDGEMENT**

I certify that the information contained in this application is correct to the best of my knowledge. I understand that to falsify information is grounds for refusing to hire me, or for discharge should I be hired.

I authorize any person, organization or company listed on this application to furnish you any and all information concerning my previous employment, education and qualifications for employment. I also authorize you to request and receive such information.

In consideration for my employment, I agree to abide by the rules and regulations of the company, which rules may be changed, withdrawn, added or interpreted at any time, at the company's sole option and without prior notice to me.

I also acknowledge that my employment may be terminated, or any offer or acceptance of employment withdrawn, at any time, with or without cause, and with or without prior notice at the option of the company or myself.

<u>SIGNATURE</u>	<u>DATE</u>
------------------	-------------