



# Nature Collective

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## Restoration Ecologist

**Classification:** Full-time/Exempt,

**Reports to:** Conservation + Operations Director

**Salary:** \$70,304-\$74,304

**Benefits:** Paid Vacation, Paid Personal Time, Paid Holidays, Paid Sick Leave, Group Medical Insurance (health, dental, vision), 401k, Employee Assistant Program, Monthly hikes

### Position Summary

The Restoration Ecologist plays a key role in the implementation, monitoring, and maintenance of large habitat restoration projects and complex conservation programs for sensitive ecological resources in San Diego County. The Restoration Ecologist is a member of the Habitat Management Program (HMP) team responsible for executing habitat restoration projects and the associated vegetation and wildlife monitoring to ensure success of ecological restoration efforts. This position requires a keen understanding of conservation strategies for sensitive species as well as the threats and stressors impacting these species.

### Responsibilities

- Directly supervise the implementation and maintenance of habitat restoration efforts including site preparation, planting, irrigation, and weed control.
- Assist in the design and planning of restoration projects, including the selection of seed and plant palettes appropriate to each site based on soil properties, existing plant communities, and restoration goals.
- Collaborate in habitat mapping, assessments and surveys for special-status species and other sensitive biological resources at numerous sites throughout the region.
- Prioritize and supervise weed management tasks following an IPM approach.
- Manage Nature Collective's native plant nursery, which includes growing native plants from seeds, collecting native seeds, and building and maintaining the native plant and seed inventory.

- Use hand tools and machinery related to landscape maintenance and habitat restoration – shovels, weed whips, pruners, hand saws, chainsaws, etc.
- Selection, installation and routine data collection of vegetation monitoring transects and other vegetation sampling methods.
- Participate in quarterly, annual, and final report writing.
- Coordinate with other agencies, landowners and managers to conduct various habitat restoration and monitoring tasks.
- Support and provide guidance to staff, interns and volunteers.

### **Qualifications**

- 5+ years of relevant work experience in southern California.
- Working knowledge of local habitats, flora, and fauna.
- Native plant identification skills and knowledge of California plant communities.
- Experience working to control high-priority invasive weed species.
- Self-motivated organized individual with good time-use and problem-solving skills and the ability to work well in a team environment.
- Experience with field data collection and standard protocols to sample vegetation and habitats (e.g., CNPS-Relevé, CRAM, vegetation transects/quadrats)
- Experience and knowledge analyzing field-collected data.
- Experience and knowledge of native plant propagation and cultivation.
- Experience with the use and safety handling of power tools such as weed cutters, chainsaws, mowers, and soil augers.
- Ability to complete arduous work in a variety of climates and outdoor working environments and working conditions.
- Ability to lift and carry heavy materials (greater than 50 pounds).
- Ability to hike several miles a day in rugged and difficult terrain.
- Must maintain a clean driving record and abide by Drivers Policy
- Be able to travel independently to project sites throughout San Diego County

### **Certifications Preferred:**

- Qualified Applicator License (QAL) or Certificate (QAC) from the California Department of Pesticide Regulation
- SDSU Field Botany of San Diego class completion

## EMPLOYMENT APPLICATION

Submit this application, a cover letter, and resume to [HR@naturecollective.org](mailto:HR@naturecollective.org).  
Subject: Applications will be accepted from **February 18-March 13, 2026**.

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>		

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