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|  | **Job Title: Southern California Forest Ecology Field Lead**  **Job Classification: Research Assistant II**  **Soil Ecology and Restoration Group**  **Immediate Supervisor: Julie Lambert**  **Effective Date: 04/15/2025 – 10/15/2025** |

# FUNCTION OF THE UNIT

SERG is a non-profit organization under the umbrella of the San Diego State University Research Foundation, committed to the preservation and restoration of southern California’s sensitive plant communities--fostering our unique natural environment and maintaining critical ecosystem services.

# PURPOSE OF THE POSITION

The crew lead will supervise a crew of two technicians, collecting data on species composition, community structure and wildfire risk in montane forests of Southern California. In addition to working outdoors in a remote and physically challenging setting for a week at a time, the crew lead is responsible for the safety and performance of their team. This is a full-time, hourly position with full benefits. Relocation benefits will not be offered. The work schedule will include five consecutive ten-hour days followed by two days off. Most of the season will involve car camping, either in designated campsites or in unofficial dispersed campsites adjacent to roads, with all camping equipment provided. The crew will be provided with a field vehicle, but crew members are responsible for their own transportation to and from the duty station (San Diego) at the beginning and end of the work period.

# SPECIFIC DUTIES

The following information is intended to be representative of the work performed by incumbents in this position and is not all-inclusive. The omission of a specific duty or responsibility will not preclude it from the position if the work is similar, related, or a logical extension of position responsibilities.

**Field-based Responsibilities (95%)**

* Organize logistics and scheduling of the field crew, with assistance from SERG personnel
* Ensure the physical safety of crew members in the field
* Mediate interpersonal conflicts if necessary
* Perform plant species identification
* Carry out measurements of forest stand structure, including characterizing vegetation, forest structure, fuel loads, and landscape condition
* Accurately record data in the field, with daily error checking
* Report progress and team status to supervisors on a regular basis

**Other Responsibilities (5%)**

* Office work, including data entry quality control
* Care and organization of field gear

# QUALIFICATIONS AND SPECIAL SKILLS

## Knowledge & Abilities

* Knowledge of conifer forest vegetation data collection methods
* Knowledge of identifying California tree and shrub species using a dichotomous key
* Knowledge of use of maps, compasses, and GPS units for navigation
* Ability to maintain a positive attitude in physically demanding conditions
* Knowledge of Excel for data entry
* Ability to understand, follow and enforce work rules and procedures
* Good attitude and strong interpersonal skills, even in a physically demanding setting
* Cross-cultural sensitivity
* Ability to motivate others in a kind but effective way
* Capacity for strenuous labor under a variety of weather and work conditions
* Ability to hike five or more miles per day with a heavy pack through difficult and steep terrain, frequently off-trail

**Minimum Education & Experience**

* Completion of sufficient lower division coursework.
* OR - Equivalent of one-year related experience in lieu of coursework.

# PREFERRED QUALIFICATIONS AND SPECIAL SKILLS

* Bachelor's degree in biology, forestry, ecology or a related field
* Experience leading field crews in remote field sites
* Previous experience as a field technician in remote settings
* Wilderness First Aid certification
* Familiarity with GIS
* Understanding of experimental design and statistics
* Ability to identify common southern California plant taxa on sight, to the genus level
* Experience working in a remote field site
* Valid driver’s license, and experience with four-wheel-drive vehicles

# ACTIVITY REPORT – (Title of Position)

Please respond to the following activities and factors. N/A = not applicable

Check the appropriated box for each of the following items that most accurately describe the extent of the specific activity by this employee on a daily basis.

**PHYSICAL EFFORT** Number of hours per day

N/A 1-2 3-4 5-6 7+

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sitting |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Standing |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Walking |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Bending Over |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Crawling |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Climbing |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Reaching Overhead |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Crouching |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Kneeling |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Balancing |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Pushing or Pulling |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Lifting or Carrying: |  |  |  |  |  |  |  |  |  |  |
| 10 lbs or less |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| 11 to 25 lbs |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| 26 to 50 lbs |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| 51 to 75 lbs |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| 76 to 100 lbs |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Over 100 lbs |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Repetitive Use of Hands/Arms |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Repetitive Use of Legs |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Eye/Hand Coordination |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |

Yes No

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Driving Cars, Trucks, Forklifts, and other Equipment |  | ☒ |  | ☐ |
| Being around Scientific Equipment and Machinery |  | ☒ |  | ☐ |
| Walking on Uneven Ground |  | ☐ |  | ☐ |

**MENTAL EFFORT** Number of hours per day

N/A 1-2 3-4 5-6 7+

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Directing Others |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Writing |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Using Math/Calculations |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Talking |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Working at Various Tempos |  | ☐ |  | ☐ |  | ☒ |  | ☐ |  | ☐ |
| Concentrating Amid Distractions |  | ☐ |  | ☐ |  | ☒ |  | ☐ |  | ☐ |
| Remembering Names |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Remembering Details |  | ☐ |  | ☐ |  | ☒ |  | ☐ |  | ☐ |
| Making Decisions |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Working Rapidly |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Examining/Observing Details |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Discriminating Colors |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |

**ENVIRONMENTAL FACTORS** Number of hours per day

N/A 1-2 3-4 5-6 7+

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Inside |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Outside |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Humid |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Hazards |  | ☐ |  | ☐ |  | ☒ |  | ☐ |  | ☐ |
| High Places |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Hot |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Cold |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Dry |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Wet |  | ☒ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Change of Temperature |  | ☐ |  | ☐ |  | ☒ |  | ☐ |  | ☐ |
| Dirty |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Dusty |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Odors |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Noisy |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |
| Working with Others |  | ☐ |  | ☐ |  | ☐ |  | ☐ |  | ☐ |
| Working Around Others |  | ☐ |  | ☐ |  | ☐ |  | ☒ |  | ☐ |
| Working Alone |  | ☐ |  | ☒ |  | ☐ |  | ☐ |  | ☐ |

My signature is an acknowledgment of reading and receiving a copy of this position description. Nothing in this position description is intended to affect or interfere with SDSU Research Foundation’s At Will Employment Policy.

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Employee Printed Name & Signature Date

**Signature below indicates position description is an accurate and correct statement of duties and responsibilities assigned to position**

Supervisor Printed Name & Signature Date