



**BORDERLANDS
RESTORATION
NETWORK**

**REBUILD.
RESTORE.
RECONNECT.**

Full-time Restoration Specialist

Borderlands Restoration Network (BRN) is seeking a full-time Restoration Specialist to join our Watershed Restoration crew with a flexible start date of December 2nd. This field-based role focuses on restoring degraded wildlands and working lands through watershed and ecosystem restoration practices. The specialist will be involved in all aspects of restoration practices including surveying, erosion control structure installation, data collection, native seed collection, plant propagation and establishment, and non-chemical invasive plant management. Initial responsibilities will include conducting watershed surveys, with the role later transitioning to a mix of activities: approximately 70% dedicated to data collection, monitoring and mitigating problematic erosion through the construction of rock and wood erosion control structures; 10% supporting fieldwork logistics and planning; and 20% for additional restoration and educational activities.

The ideal candidate will be a motivated, quick learner with a passion for restoration and who works well with others. Must be comfortable occasionally traveling and camping, working outdoors in challenging terrain and weather conditions, and engaging with diverse groups of people.

Location

This position is based out of Patagonia, AZ. The employee must be located in Patagonia or close enough to be physically in Patagonia throughout the work week and for some weekends.

Hours & Compensation

This position is full-time at 36 hours per week starting at \$21.50/hr with potential for a higher rate based on experience level. Benefits include employer paid health insurance, short and long term disability insurances, life insurance, PTO, paid holidays, cell phone stipend, an employer-matched retirement plan, and opportunities for reimbursement of required field gear.

Major Responsibilities

- Conduct field surveys to identify erosion issues while navigating backcountry areas
- Plan and execute remote fieldwork operations, including identifying access points
- Collect and document detailed field data including mapping erosion sites, assessing plant communities, and maintaining data accuracy
- Construct wood and rock erosion control structures in eroding landscapes surrounding Patagonia, AZ and throughout Southern Arizona
- Camp overnight in remote areas as needed for project completion
- Support native plant restoration efforts by outplanting and distributing seeds
- Collaborate with the Watershed Restoration Team to teach restoration practices to diverse groups of participants through educational events, volunteer days, and workshops
- Occasionally assist with nursery activities and wild seed collection and cleaning

Required Experience

- Ability to hike at least 5+ miles over uneven and rocky terrain
- Experience operating basic tools for building erosion control structures or planting vegetation (rock hammers, pick mattocks, wheelbarrows, shovels, etc.)
- Proficiency collecting field data with a tablet and/or written notes
- Experience navigating remote locations using GPS
- Commitment to high standards of safety in the field
- Strong interpersonal skills and attention to detail

Preferred Experience:

- Experience leading a field crew
- Bachelor's degree in ecology, biology, conservation, land management, or related field
- Familiarity with habitat restoration techniques (erosion control, invasive species management, revegetation, etc.)
- Experience with ArcGIS Field Maps
- Familiarity with plants of the Southwestern US
- Standard First Aid, CPR, and/or Red Card
- Bilingual in Spanish and English
- Experience working and communicating with individuals and groups from a variety of cultural and socioeconomic backgrounds
- Current Driver License

Email your resume and cover letter to the Watershed Restoration Program Director, Sarah Colombo at scolombo@borderlandsrestoration.org by November 6th to be considered for this position. As this position has a start date as soon as possible, please indicate when you apply if you're currently authorized to work in the United States.

We encourage applicants to apply even if they only meet some of the qualifications listed. We value diverse experiences and are committed to providing training and support for the right candidate.

Borderlands Restoration Network is an equal opportunity employer that works in the culturally diverse, multinational borderlands. We invite and support strong voices from diverse groups of people to join us as board members, staff members, and volunteers. As an organization, we will consider all applicants without regard to race, ethnicity, economic circumstances, religion, sex, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status. For more details on how we practice equity, inclusion, and justice in our work please [click here](#).