



Restoration Assistant Position Description

Summary of Position

The Restoration Assistant will be responsible for assisting in the maintaining and monitoring of restoration projects on the 54-acre restoration/demonstration site through sustainable and holistic practices. Additional responsibilities include maintaining the demonstration gardens, lawns and other planting areas.

The Montana Audubon Center is a place of learning, reflection, research and restoration. The Center engages people in the natural world, instills in them an appreciation of nature, and inspires participants to act for the betterment of wildlife and natural habitats.

Major Responsibilities

1. Land Management/Building Maintenance (70%)

- Landscape restoration/management (60%): Engage in holistic management of Center grounds by demonstrating best management practices, integrated pest management and other ecologically sound methods where applicable, including:
 - Controlling invasive species
 - Pruning, mulching, watering and fertilizing plants
 - Maintaining and updating tree protection materials
 - Mowing, trimming, and establishing sustainable lawns
 - Writing maintenance and field reports
- Grounds and building maintenance (10%)
 - Assist in monitoring and maintaining trail layout and construction, interpretive signs, and other structures
 - Conducting small building maintenance tasks and upkeep
 - Appropriate use and maintenance of manual and power-operated equipment

2. Program Development and Implementation (25%)

Assist in development, implementation, and evaluation of Center programs, including:

- Mapping and classification of plant communities and habitats
- Baseline ecological inventories, including work with citizen science monitoring programs

- Small-scale, ecologically sound plantings in demonstration gardens and other planting areas
- Volunteer activities, including with groups and individuals, including on weekend workdays
- Restoration-related elements of education programming, including instruction of program participants, youth and adult.
- Engagement of neighborhood and regional partners in sustainable conservation practices

3. Working Together to Strengthen MT Audubon (5%)

All Montana Audubon staff assist in organization-wide efforts for bird conservation, public policy, and education. That includes supporting and communicating with other staff members and actively striving to build a cohesive staff team, representing Montana Audubon's mission professionally and knowledgeably, engaging all members of the Montana Audubon community, and attending staff meetings and other events as necessary.

Qualifications:

Minimum:

- Degree or equivalent experience/certification in ecology, environmental restoration or related
- Field work experience in habitat restoration and/or landscape-scale plant management
- Experience leading groups in hands-on work projects
- Familiarity with GIS systems, preferably ArcGIS
- Basic maintenance/building skills
- Experience teaching in outdoor settings, comfortable public speaker/instructor
- Ability to be flexible, adaptable, and to maintain a positive attitude
- Ability to work outside for extended periods of time in variable weather conditions

Desired:

- Field experience in native Montana plant restoration
- Strong native and invasive plant identification skills
- Visioning and environmental planning skills and experience
- Strong organizational and professional skills
- The ability to work well both independently and as part of a team

Physical demands:

- Ability to efficiently weed, rake, dig and spray at a consistent pace.
- Ability to continuously stand or walk.
- Ability to bend, squat, climb stairs and lift frequently
- Ability to lift up to 50 pounds occasionally.

Position is part-time seasonal, \$12/hr.

Reports to Restoration Coordinator