

JOB ANNOUNCEMENT  
California Native Plant Society  
Interim Rare Plant Botanist

Full Time Position  
Closing Date: February 4, 2004  
Starting Date: March 1, 2004  
Duration: Temporary, 9-12 months

Background

The California Native Plant Society (CNPS) is a statewide non-profit conservation organization, founded in 1965, with some 10,000 members in 32 chapters, and 15 full and part-time staff. The mission of CNPS is to increase understanding and appreciation of California's native plants and to conserve them and their natural habitats through scientific study, education, advocacy, horticulture, and land stewardship.

The Position

The Interim Rare Plant Botanist is the lead staff person of the CNPS Rare Plant Program which develops and maintains information resources about California's rare plants. The Program promotes the optimal use of good science in the protection and conservation of rare plants. The Program also leads the effort to place rare plant species on state and Federal lists of endangered species.

The Interim Rare Plant Botanist is a full time, temporary position, lasting 9-12 months. The work week is Monday through Friday, 8 hours per day, between the hours of 8 am to 5 pm. Work locations are in Sacramento, California at DFG and CNPS offices, with required occasional travel and overnight stays for field work and meetings. There are four Chapter Council meetings scheduled on Saturdays throughout California during the year.

To ensure a smooth transition, the Interim Rare Plant Botanist will be trained for one month by the outgoing Rare Plant Botanist.

During 2004, CNPS will develop its vision for the Rare Plant program and create a job description for a new, permanent position in the Rare Plant program to support this vision. If qualified, the Interim Rare Plant Botanist will be able to apply for the new position. However, the Interim Rare Plant Botanist position is not envisioned as a method for filling the new, permanent position.

Salary & Benefits

\$35,000 - \$40,000 per year, commensurate with experience. Benefits are negotiable.

Experience, Education, & Skills

A successful candidate will have the following experience and education:

1. Work experience: Professional employment as a botanist for at least two years; and
2. Minimum education: Undergraduate degree (Masters preferred) in related field.

A successful candidate must also have the following skills and abilities:

1. Broad botanical knowledge, including plant identification, California botany and floristics, conservation biology, and vegetation ecology;
2. Knowledge of plant conservation laws and regulations, both California

and Federal;

3. High degree of commitment and dedication to plant conservation goals;
4. Strong computer literacy including strong database management skills (Windows OS, Word, Excel, Access, Internet, email, etc);
5. Strong writing, verbal, analytical, and organizational skills, with an attention to detail;
6. Ability to work and communicate effectively with a wide variety of people, including CNPS volunteers, agency personnel, academics, and other professional and amateur botanists; and
7. Ability to work independently and as part of the CNPS team.

#### Additional Job Requirements

A valid California driver's license and proof of car insurance are required. A background check will be conducted for successful candidates.

#### For More Information

To view this announcement and the job description for this position, please log on to the CNPS web site at [www.cnps.org](http://www.cnps.org) (description available in PDF format).

#### Application Process

Interested individuals should submit a letter of interest, a resume, a 2 to 3 page writing sample, and the names, phone numbers and email addresses of three references. Applications should be mailed to the attention of:

Pamela C. Muick, Ph.D.  
Executive Director  
ATTN: Interim Rare Plant Botanist  
California Native Plant Society  
2707 K Street, Suite 1  
Sacramento, CA 95816

The closing date is Wednesday, February 4, 2004. Interviews will be scheduled during the week of February 9-13, 2004.

No phone inquiries will be accepted. Applications may be faxed or emailed in order to meet the deadline, but an original application must also be mailed. The fax number is (916) 447-2727 and the email address is [pmuick@cnps.org](mailto:pmuick@cnps.org).