



Position Description

Last Update 12/02/2024

Position Title: Plant Ecologist

Posting Date: 12/02/2024

Summary

The Bureau of Indian Affairs (BIA) is identifying ways to support Tribes in addressing ecological restoration issues on Tribal Trust and Treaty lands, including the implementation of the National Seed Strategy (NSS) for Rehabilitation and Restoration, that seeks to increase the amount of native and locally adapted seed and plants available for building resilient landscapes. The incumbent will partner with the NSS, during their efforts to evaluate and rehabilitate coastal ecosystems following relocation and related infrastructure demolition, extreme coastal erosion, and similar activities. The role of the incumbent will focus primarily on assisting Tribes that have been awarded: 1) White House Voluntary Community-Driven Relocation (CDR) project funding, 2) The Tribal Climate Resilience's Annual Awards Program project funding, or 3) have not been awarded but that are encountering climate change impacts to the extent that the Tribe is considering site relocation (e.g. site expansion, climigration, and/or managed retreat) or protect-in-place options. The position will target erosion mitigation and other similar protective measures for affected areas, including those where the community is living and/or that are moving away from, to maintain for subsistence purposes or other use as decided by each tribe. The incumbent will provide this technical assistance during and/or after families/infrastructure has been moved from the affected areas. The position may require coordination with relevant federal and state agencies, Tribal communities, and the Plant Conservation Alliance (PCA), as well as other relevant networks and working groups.

Essential Tasks and Responsibilities:

- The primary purpose of this project will be to provide one-on-one technical expertise and support to Tribal managers on complex ecological restoration issues with consideration to climate change as it relates to dynamic shifts in species composition and stability of ecological sites.
 - Provide dynamic vision, direction, and specific technical expertise to Tribes with an emphasis on adaptive restoration and plant ecology to access ecological restoration-based resources available to Tribes.
 - Provide technical assistance that supports ecological restoration efforts with Tribes, partners, landowners, and regulators, including native plant materials development and use, consistent with implementation of the National Seed Strategy. This may include virtual meetings and webinars, or site visits across Indian Country and Alaska Native villages toward ecological and/or habitat restoration activities on Tribal Trust, Treaty and co-managed lands.
 - Assist Tribes in building their capacity for developing and/or gaining access to consistent and reliable supplies of locally adapted seed and plant materials, whether commercially available or through seed collection efforts.
 - Provide Tribes access to training and materials available to them for best management practices (BMP) and approaches to ecological and habitat restoration, such as the Bureau of Land Management's "Seeds of Success" native seed collection program.



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- Develop a Final Report including data collection and site characterization and similar assessments, and final recommendations for review by appropriate Tribal, State, and/or Federal agencies.
- Supporting and guiding sampling methods, data collection, and reporting with tribal supervision and collaboration.
- Prepare site characterization, site assessment and release investigation reports, as appropriate.
- Prepare relevant assessments, post-treatment plans and reports.
- Discuss the extent of disclosure of specific IK information: any information shared should be of free, prior, and informed consent (FPIC) with any potential partners to ensure ethical research sharing throughout the project.
 - Information on FPIC and protections: <https://climatetkw.wordpress.com/>
 - November 2022 Guidance for Federal Departments and Agencies on Indigenous Knowledge: <https://www.whitehouse.gov/wp-content/uploads/2022/12/OSTP-CEQIK-Guidance.pdf>
- Utilize ArcGIS, mapping applications and aerial photos to map project activities, and support project goals and deliverables. Ensure that species location data is obscured. For example, don't make exact plant population locations publicly available.
- Build and maintain connections with Tribes, Tribal partners, and funders. Work with the following partners, on an as-needed basis to build relationships and connections and better support tribal landowners and trustees: 1) BIA Branch of Tribal Climate Resilience, in addition to other BIA programs as appropriate, 2) the Plant Conservation Alliance and relevant Seed Strategy implementation working groups, 3) State or Federal regulatory agencies, 4) Other relevant native seed and plant networks, as appropriate.
- Become familiar with ecological and/or habitat restoration activities on Tribal Trust, Treaty, and co-managed lands, public, and private land conservation sites.
- Assist Tribes in managing restoration planning and implementation.
- Other tasks as deemed necessary and relevant.

Required Education, Experience, and Attributes (minimum requirements):

- Completion of a four-year undergraduate or a graduate degree from a nationally or internationally accredited postsecondary institution in plant ecology, botany, or ecological restoration; and
- Skilled in project design, research methodology and planning documents, including restoration, planting, maintenance, and management plans.
- Demonstrated proficiency with Microsoft Office applications and ArcGIS & Navigational and mapping skills using a variety of tools, including aerial photos, compass, and GPS and mapping applications such as ArcGIS.
- Knowledge of the National Seed Strategy (NSS) or its goals.
- Educational background in ecological and/or integrated ecosystem management (OPM Ecology Series 0408), or botanical – preferred.
- Proven track record in biological and botanical, physical science, and mathematical expertise needed to understand and appropriately consult with Tribal managers on actionable decision making.



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Travel: 25% or as needed, for site visits.

Location: Remote.

Application Information

Please send a current resume or CV, one writing sample, and a cover letter describing your interest in and qualifications for the job.