

Full Position Description: BRIT Conservation Botanist

Position Purpose

This Ph.D.-level position leads the Plant Conservation Program at BRIT, pursuing original research in plant conservation primarily in Texas. Areas of focus can include botanical and ecosystem exploration focusing on rare and endangered taxa, restoration ecology, ex situ cultivation, seed banking, conservation genomics, and/or comparable fields in plant conservation. Manages BRIT's seed laboratory and seed bank, organizes a biennial state conservation conference, and serves as BRIT's Conservation Officer as an institutional member of the Center for Plant Conservation. Maintains an active research program as measured by scientific peer-reviewed journal publications, grant-funded proposals in support of research, collections management and development, collaborations with colleagues, outreach activities, participation in professional meetings, and contributions to graduate programs associated with local universities with which BRIT partners. Often works with state and federal conservation agencies. May partner with the Global Genome Initiative for Gardens program at BRIT to cryogenically preserve leaf tissue for genome studies, as well as with other botanists at BRIT. May utilize or supplement the BRIT herbarium for projects. May develop conservation genomics projects that utilize the BRIT molecular and structural laboratory. BRIT welcomes candidates whose experience in research, teaching, or community service has prepared them to contribute to our commitment to diversity and excellence.

Principle Responsibilities/Duties/Functions/Tasks

- Leads the Plant Conservation Program at BRIT
- Establishes and leads research projects focused on the conservation of the plants of Texas and adjacent areas
- Oversees seed collecting projects and manages the BRIT conservation seed lab and collection
- Writes grant proposals and manages grant-supported projects as a principal investigator or as part of multi-investigator teams
- Disseminates the results of projects through peer-reviewed publications, professional meetings, project reports, and other venues
- Supervises grant-funded staff, as well as volunteers and student interns as needed
- Supports the development of the BRIT herbarium and possibly other (e.g., cryogenic leaf material) collections
- Serves as BRIT's conservation officer to the Center for Plant Conservation
- Organizes and facilitates the biennial Texas Plant Conservation Conference
- Interfaces with other conservation organizations and agencies to strengthen a statewide conservation network
- Engages the scientific community about BRIT research
- Works with BRIT outreach teams to ensure accuracy of scientific information being shared
- Maintains an open-collaborative working environment promoting a collegial spirit among staff members
- Carries out other duties in plant conservation as needed

Supervisory Responsibility

This position has no regular staff supervisory responsibilities but will likely be required to supervise staff and contracted individuals on certain projects. May be expected to oversee student interns or volunteers on specific projects.

Position Type, Expected Hours of Work, Travel

This position is full-time (40 hours/week) position with annual salary and is classified as exempt under the Fair Labor Standards Act. Typical hours of work and days are Monday through Friday, 9:00 a.m. to 5:30 p.m.; however, this position can regularly require flexible hours and occasional weekend work. Local daytime travel is required. Occasional overnight travel can be expected.

Work Environment

This job operates in a professional office environment and in the field. This role routinely uses standard office equipment such as computers, phones, photocopiers, and filing cabinets, as well as field equipment such as GPS units, back packs, field presses and wooden presses, trowels, secateurs, hand lens, and satellite communication systems. The position may need to travel extensively by vehicle for field work.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms. Job duties also require walking over uneven surfaces, bending, squatting, and ability to carry up to 50 pounds and hike long distances over uneven terrain.

Special Position Requirements

- Work outdoors in Texas and adjacent weather conditions
- Certificate of First Aid training is required and is to be kept current

Required Education and Experience

- Ph.D. degree in conservation biology, botany, natural resources, restoration ecology, or related field
- Ability and experience conducting and publishing original research
- Success with raising funds from grants or foundations, state and federal agencies, etc.
- Demonstrated fieldwork competencies
- Training and/or experience analyzing biological data

Additional Eligibility Qualifications

- Project leadership skills
- Grant writing ability and experience
- Interpersonal skills with ability to effectively interact and communicate with co-workers, volunteers, community members, business owners, executives and board members
- Excellent oral and written communication
- Organization and planning

Preferred Education and Experience

- Knowledge of the Texas flora
- Knowledge of ArcGIS or other mapping software.
- Experience working with state agencies
- Publication record in appropriate botanical journals
- Experience with ex situ collections

AAP/EEO Statement

It is the policy of BRIT not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status. It is the policy of BRIT to undertake affirmative action, consistent with its obligations under federal, state, and local law.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.