

Botanist/Plant Ecologist



Midwest Natural Resources (MNR) is a natural resources consulting company focused on providing ecological field services. Well known for our botanical and ecological expertise, we serve a wide variety of clients including federal, state, and local agencies, private-sector industries, as well as non-profit organizations. We work throughout the Upper Midwest and in a wide diversity of ecological systems, from intact prairie to expansive wetland complexes, to the great Northwoods.

MNR is seeking applicants for a full-time botanist/plant ecologist based out of our St. Paul office. This position will support projects that may include rare plant surveys, threatened and endangered species habitat assessments and surveys, rare native plant community assessments, general native plant community mapping and classification, native prairie mapping and monitoring, post-construction vegetation and wetland monitoring, wetland delineations, comprehensive natural resource inventories, as well as field surveys to support habitat management plans.

This position is field-based and will require extensive travel outside the Twin Cities metro region for extended periods of time throughout the growing season (depending on project needs) with all travel expenses paid by the company. Staff work in teams of two when travel is involved.

We desire highly motivated individuals with good communication skills, analytical skills, and the ability to work both independently and in a team setting. Our ideal candidate is a highly skilled botanist or plant ecologist with previous field experience and the flexibility to lead and conduct a wide range of natural resource fieldwork.

Job Responsibilities:

- Collect accurate and detailed botanical data following project-specific protocols involving transect sampling, relevé plots, or meander surveys in a variety of natural systems such as upland forests, prairies, peatlands, and other wetland types
- Collect comprehensive botanical inventories for habitat assessments and surveys for threatened and endangered plants in multiple ecological systems throughout Minnesota
- Conduct native plant community mapping and classification throughout different regions of Minnesota following the Minnesota Department of Natural Resources Native Plant Community Classification system
- Perform wetland delineations following the 1987 Corps of Engineers Wetland Delineation Manual and applicable Regional Supplements
- Conduct invasive species surveys and mapping
- Collect, organize, and submit field-based data using tablets and GPS devices
- Complete data review, analysis, and QAQC assessments
- Produce technical reports, habitat management plans, and proposals
- Work extended hours, including weekends with extended travel away from home for up to two weeks at a time
- Mentor, support, and train junior staff

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Required Qualifications:

- Bachelor's degree in a relevant field (Biology, Botany, Ecology, etc.)
- At least 2 full seasons of professional experience in a field service discipline collecting biological data
- Professional experience in leading and organizing the logistics for field team
- Coursework in plant taxonomy, botany, and ecology
- Strong knowledge of Minnesota flora and/or surrounding states
- Experience using floristic dichotomous keys
- Familiarity with accepted plant taxonomy and nomenclature
- Working knowledge of Esri software such as ArcMap/ArcGIS Pro and Field Maps
- Experience producing technical reports and documents
- Ability to conduct strenuous field work in inclement weather and hiking in rough terrain
- Must be willing to travel for overnight weeks at a time while working extended hours
- Strong time management and organizational skills
- Clear communicator with a team-oriented nature
- Enthusiasm and passion for botanical work
- Valid driver's license and good driving record

Preferred Qualifications:

- Advanced degree in a relevant field (Biology, Ecology, Botany, etc.)
- 3-5 years of professional experience in botanically-focused field services
- Proficient in offsite methods such as aerial interpretations, desktop delineations, etc.
- Proficient in data collection using Esri software
- Mastery of plant identification in a wide variety of plant communities
- Expert ability in using dichotomous keys
- Experience collecting and submitting Herbaria specimens
- Knowledge of state and federal regulations of threatened and endangered species
- Minnesota DNR Certified Rare Plant Surveyor
- Minnesota Wetland Professional Certification

Pay/Benefits:

- Pay range is \$62-75K as base salary dependent on qualifications and experience
- Full medical and dental insurance
- Health Savings Account with company contributions for eligible employees
- 401K retirement plan with an employer match of up to 5%
- Incentive-based bonus compensation
- Stipend for field gear

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To apply, please send a cover letter, resume, and a list of applicable coursework. The cover letter must address how the applicant meets the qualifications and job requirements. Email the application to jobs@mnrinc.us with the subject line "Botanist/Plant Ecologist Position".

This job posting will be open until the position is filled.

For more information about our work, please visit our website at www.mnrinc.us.