



Botanist/Plant Ecologist

Midwest Natural Resources (MNR) is a natural resources consulting company focused on providing ecological field services and environmental consulting. 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 remnants to expansive wetland complexes to the great Northwoods. Our team comprises highly skilled botanists, ecologists, wetland and wildlife biologists, and land management specialists.

MNR is seeking applicants for a full-time botanist/plant ecologist (minimum 4 years of experience) 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 primarily field-based and may include projects within the Twin Cities metro area, as well as extensive travel throughout greater Minnesota and the Upper Midwest for extended periods of time throughout the field season. During travel outside of the Twin Cities, all expenses are paid by the company, and staff work in teams.

We desire highly motivated individuals with great communication skills and the ability to work independently and in a team setting. Our ideal candidate is a highly skilled botanist or plant ecologist with previous field experience in the Upper Midwest 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 plots/quadrat sampling 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
- Conduct on-site wetland delineation and documentation across a wide variety of landscapes following the U.S. Army Corps of Engineers Wetland Delineation Manual and appropriate Regional Supplements
- Conduct invasive species surveys and mapping
- Collect, organize, review, and submit field-collected data on tablets and GPS devices using ESRI products
- Review and QA/QC field-collected data for client submittals and reporting



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- 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 during the field/growing season

Required Qualifications:

- Bachelor's degree in a relevant field (Biology, Botany, Ecology, etc.)
- At least **4 full** seasons of professional experience in a field service discipline collecting biological data
- Professional experience in leading and managing field teams
- 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
- Willingness to travel overnight for 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.)
- 4+ 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
- Proficient in plant identification in a wide variety of native plant communities
- Expert ability in using botanical 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 \$70,000-\$80,000 base salary, dependent upon qualifications and experience
- \$600 onboarding stipend for field gear
- Full medical and dental insurance; up to 100% of premium paid by company



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- Monthly HSA contribution for eligible employees
- 401K retirement plan with a 5% employer match
- Generous PTO beginning at 4 weeks for all employees, increasing with years of service
- Eligible for annual bonus compensation
- Eligible for personal day flex time-off benefit based on work-related travels

To apply, please send a cover letter, resume, a list of pertinent coursework, and three professional references. 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".

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