



Headquarters
8951 Windsor Parkway, Johnston, IA 50131
515.473.6256 · careers@impact7g.com
www.impact7g.com

Title: Restoration Ecologist
Department: Natural & Cultural Resources
FLSA Status: Salaried, Exempt
Status: Regular full-time
Reports to: Project Manager
Effective Date: 02/09/2023, Revision #N/A, Revision Date: N/A
Employment Eligibility: Must be legally authorized to work in the United States without sponsorship.
Location: This position is fully on-site at the North Liberty, IA office.

Overview

The Restoration Ecologist will utilize their knowledge and experience designing and applying restoration ecology in native Midwest habitats. The Restoration Ecologist position is responsible for successfully developing, implementing, and expanding Impact7G's conservation and ecological restoration services, including conservation planning, timber-stand improvement, prairie and niche habitat management, invasive species management, tree plantings, prairie seedings, controlled burning, and other natural areas management projects. Our restoration services are led by established professionals in the field who prescribe science-based practices tailored to site-specific needs, conditions, and objectives.

Principal Duties and Responsibilities

The essential job duties and responsibilities include:

- Ecological Restoration planning & implementation, including:
 - Direct consultation with clients and management staff, identifying priorities and resources and coordination of work activities.
 - Identification of restoration needs based on site conditions and/or identified goals/priorities.
 - Quantitative and qualitative evaluation of natural areas and habitats.
 - Development and design of restoration and management plans, and related documentation and reporting.
- Supervise and conduct natural areas management, restoration, and conservation activities, including:
 - Invasive species management.
 - Herbicide application.
 - Tree/shrub/herbaceous plantings & seedings.
 - Assistance with controlled burning.
- Natural Areas Business Development
 - Will contribute to and/or independently prepare proposals and budgets for restoration projects including Request for Proposals and Requests for Qualifications (RFP/RFQ).

- Network and communicate directly with prospective clients, identifying needs and marketing Impact7G services.
- Identify potential funding sources, grants, markets, or other opportunities to provide restoration services to public or private clients.

Required Qualifications

- Bachelor's degree in environmental science, biology, ecology, or a related field.
- Excellent communication skills.
- Team collaboration experience.
- Effective and concise professional writing skills.
- Highly organized.
- Independently motivated.
- Proficient with the Microsoft Office products, including Teams, SharePoint, Outlook, Word, and Excel.
- Possess a valid non-commercial driver's license.
- Hold (or be able to obtain) necessary Iowa State pesticide applicator OR obtain within 6 months.
- Familiarity with Midwest landforms, habitats, ecology, and natural history.

Preferred Qualifications

- Master's degree in related field.
- 3 years of experience in related natural resource conservation work.
- Familiarity with common Midwest native and non-native plant species and ability to utilize botanical resources to key plants out to species level.
- Background in vegetation and or animal surveys, qualitative and/or quantitative.
- Experience in team leadership or assisting project managers to coordinate with clients and landowners to implement ecological restoration projects and perform QA/QC.
- Quantitative and qualitative evaluation of natural areas and/or habitats.
- Knowledge of Midwest threatened or endangered species, habitat requirements, and regulatory status.
- Experience coaching, leading, and mentoring other staff.

Physical/Environmental Requirements

- Must be able to lift to 50 pounds, on occasion.
- Ability to work in a variety of weather conditions in outdoor environments.
- Ability to operate a variety of mechanical equipment, including ATVs, chainsaws, brush cutters, and tractors.
- Periodic prolonged periods of sitting at a desk and working on a computer.

Leadership Responsibilities

- Periodic leadership of field crews.

Travel Requirements

- Minimal, less than 15%

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.

Our Core Values

An effective **Restoration Ecologist** will live the Impact7G mission of relentlessly working to help our clients and fellow staff achieve their objectives through professional services that foster sustainable decisions. Our Seventh-Generation philosophy activates informed decision-making for today's generation while considering the impacts on the environment and people of the future.

Selfless Service: Our staff are eager to help our clients and their colleagues at any moment, regardless of the task. The result is unmatched customer service.

Meaningful Connections: The story of Impact7G's growth revolves around a network of meaningful connections. We rely on strong partnerships to support our mission of providing long-term value to our clients.

Exceed Expectations: In an extremely competitive environment, meeting expectations is not enough. Our diverse team of environmental professionals deliver innovative approaches and proactive communication.

Make an Impact: We strive to make positive impacts within natural and built environments. We do this by developing future-focused solutions that consider the entire lifecycle of each project.

Equal Opportunity Employment Statement

Impact7G will consider all qualified applicants without regard to race, color, age, sex, sexual orientation, gender identity, religion, national origin, pregnancy, disability, military/veteran status, genetic information, or any other protected class, in accordance with applicable federal, state, and local laws.

We strongly encourage minorities, veterans, and individuals with disabilities to apply for openings with us.

Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

Employee signature below indicates the employee's understanding of the requirements, essential functions, and duties of the position.

Employee _____ Date _____