

National Environmental Employment Report

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The newspaper of the environmental careers world

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Recommendations for job applicants in field biology

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Earlier this year I advertised for a field biologist position. Not having gone through this process before, I told the 80+ applicants from all over the US and Canada that I would share my personal observations/comments/and recommendations once I put them together. I'm sure there are hundreds of resources out there to help prospective job applicants prepare their resumes and applications, but you can add this one to the list. I have tried to generalize my recommendations where possible, and hopefully folks will find this helpful.

WRITING

Write well. Although the job is a field position, writing is unavoidable, and I certainly value writing skills for anyone who wants to grow into a more significant position. I rated (1-5) every cover letter on basic writing skills such as flow and cohesiveness, word choice, use of punctuation, basic grammar, spelling, etc. I scored them somewhat generously, and the mean score was 3.2 (SD = 0.83). I considered scores of 1-2 inadequate and pretty much automatically disqualified nine applicants based solely on that criterion. Interestingly, only three applicants scored a "5", and two of those were the only applicants that were not biology majors (one was a former lawyer and the other a professional nature writer).

Learn how to use a semicolon (;) and avoid run-ons, fragments, and poor transitions. A paper I used in graduate school that addresses transitions and organization very well is *The science of scientific writing* (George Gopen and Judith Swan. 1990. American Scientist

78: 550-558.) The application of this paper is much broader than its title suggests, and any applicant who has ever followed their general suggestions would have automatically scored at least a "4", even if their grammar and spelling were relatively poor. Of course, there are many writing aids out there, including other people; use them. Remember that your cover letter may be your only significant exposure to your potential employer, so write it well.

Convey enthusiasm, but don't rely on punctuation! Applications dripping with enthusiasm are hard to ignore, and I felt obliged to really consider those applicants who seemed eager and willing to work in just about any conditions. There was one applicant in particular whose enthusiasm seemed particularly genuine and palpable, and I made an extra effort to try to hire her even though she had little experience.

CONTENT

Customize your cover letter. At a minimum, please address all, or at least most, applicant requirements if you are responding to specific job ad. Yes, the broadcast method can work, but those are usually detectable a mile away. Remember that your employer probably doesn't mind feeling special, too. I ranked (1-5) each application on content, the primary factor being responsiveness. Cover letters that were generally non-responsive indicated a lack of real interest in the job; the one that addressed me as a completely different person also didn't score too highly. Overall, the

Jobs in field biology continued on page 4

EPA Headquarters Press Release, Washington, DC:

EPA awards \$2 million to seven states for new Brownfields job training grants in ten communities

Dave Ryan, 202-564-7827 / ryan.dave@epa.gov

In its ongoing efforts to promote economic revitalization and safeguard the environment and public health, EPA Administrator Christie Whitman today announced the awarding of the first Brownfields Job Training grants under the new Small Business Liability Relief and Brownfields Revitalization Act of 2002. EPA is awarding ten communities in seven states \$200,000 each to provide environmental job training at Brownfields sites. Whitman made the announcement today during a visit to one of the award recipients, JFY Networks (formerly Jobs for Youth) in Boston.

"By training people to address their local Brownfields, we are not only helping to develop the skills needed to reclaim this land for the community, we are also training the next generation of environmental professionals," said Whitman. "This is a great program — one that builds new partnerships for environmental progress, so that our children and grandchildren can live in a cleaner and healthier America."

In January 2002, President Bush signed into law the Small Business Liability Relief and Brownfields Revitalization Act, which authorizes up to \$250 million per year for Brownfields grants, including up to \$50 million for the assessment and cleanup of low-risk petroleum contaminated sites. The new legislation allows EPA to provide training to expedite assessment, remediation and preparation of Brownfields sites.

The job training grants are used to teach environmental-cleanup job skills to individuals living in low-income areas near Brownfields sites. The majority of participants who successfully complete the training program go on to pursue careers with environmental firms and organizations. Since the job training program started in 1998, EPA has awarded 56 job training pilots totaling \$10.7 million; 1366 participants have completed training; and 903 participants

have obtained employment in the environmental field with an average hourly wage of \$12.55. Applicants for the Job Training program must be located in or near a community that currently receives, or has received, financial assistance from EPA for Brownfields-related activities.

Brownfields are abandoned, idled or under-used industrial and commercial facilities where expansion or redevelopment is complicated by real or perceived environmental contamination. Since its inception in 1995, the Brownfields Program, including today's announcement, has awarded 645 grants to assess Brownfields sites and to make loans to conduct cleanups. To date, EPA's Brownfields assistance has leveraged more than \$4.6 billion in private investment, helped create more than 20,000 jobs and has resulted in the assessment of more than 4,000 properties. Every acre of reclaimed Brownfields saves 4.5 acres of greenspace such as park and recreation areas.

Below is a summary of each grant recipient and their plans to use the grants.

2003 Brownfields Job Training Grants

JFY Networks, Boston, Mass.

Plans to train 60 participants, achieve an 80 percent placement rate, and track graduates for two years to ensure job retention and career growth. The 460-hour training program will focus on environmental chemistry, site assessment, and hazardous waste handling.

Middlesex Comm. College, Central Conn.

Plans to train 50 students, achieve an 82 percent placement rate, and track graduates for 18 months after job placement. The target participants will be underemployed or unemployed residents of nine Central Connecticut communi-

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National Environmental Employment Report

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Hampton, Virginia 23669

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Hampton, VA 23669

or e-mail to:
eccinfo@environmentalcareer.com

or fax to 757-727-7904

Job Seekers:

Employers' job application procedures vary, and some have very short application deadlines. Have your resume and any special government or company application forms ready before you receive the National Environmental Employment Report (NEER). Many application forms are available via the web and can be read using Adobe Acrobat Reader.

Biology/Ecology Positions

Biologist/Ecologist- Gulf South Research Corporation (GSRC), Baton Rouge, Louisiana, Gulf South Research Corporation (GSRC), a woman-owned, small business, environmental consulting firm, seeks a Biologist/Ecologist for our Baton Rouge, Louisiana office. The successful candidate must be capable of managing multiple clients/projects, be willing to travel in and outside of Louisiana, and work on a variety of projects and tasks. Experience identifying southern and southwestern US flora, conducting Phase 1 environmental assessments, Habitat Evaluation Procedures (HEP), or Biological Assessments & Evaluations is a plus. The position will require both office and field work. GSRC team members have directed multidisciplinary planning projects in over 30 states and the Caribbean, and North Pacific Islands. In turn, the team has gained valuable hands-on knowledge of Federal and state regulations and guidelines as well as a wide variety of ecosystems. GSRC has Indefinite Delivery Contracts, as prime and subcontractor, and Sole Source contracts with numerous Federal and state agencies. Most importantly, the vast majority of GSRC's clients are repeat clients. This is evidence of their continual satisfaction with the GSRC team's work pattern of flexibility, responsiveness and production of high-quality documents. The ideal candidate will have a BS or MS degree in an area of the natural resources field plus 8 to 10 years of experience in wetland ecology/delineation, National Environmental Policy Act (NEPA), and natural resources. GSRC offers a competitive salary and full benefits package. Gulf South Research Corporation, P.O. Box 83564, Baton Rouge, Louisiana - 70884-3564, james@gsrcorp.com

Field Technician - We seek a full-time seasonal field technician to work on a study aimed at identifying nest predators of the federally endangered Interior Least Tern. The colony is located at a privately owned power plant in southwestern Indiana near the town of Princeton. The duration of the project during the first year will be May 1 through approximately August 15. The job will involve operation of remote video and still camera systems, nest searches, direct observation of the colony, data entry, and miscellaneous fieldwork. Compensation will be \$10/hr, and

housing will be provided in Princeton. Applicants should have a bachelor's degree in biology, wildlife, or a related field, and experience with ecological field research. Exceptional undergraduates will be considered. Applicants should possess a valid driver's license and be in good physical condition. Interested individuals should send a resume or CV along with a brief statement of career goals via e-mail to Travis DeVault at Purdue University (tdevault@fnr.purdue.edu). Close Date: Until Filled.

Senior Marine Ecologist - San Anselmo, CA Responsibilities: We are seeking a marine ecologist to provide technical expertise, regulatory compliance service, and quality control. Writing and reviewing environmental documents will form a substantial portion of the job responsibilities. Qualifications: Requires B.S./M.S. and three years experience in Federal and California natural resource regulations and a working knowledge of CEQA/NEPA. Applicants must have strong technical and academic background in applied biological sciences (e.g., marine biology, ecology, fisheries). Knowledge of dredging and disposal issues a plus. Send a resume, references, and letter of interest to John McCarthy, Regional Manager, Garcia and Associates, 1 Saunders Avenue, San Anselmo, CA 94960-1719, jmccarthy@garciaandassociates.com, www.garciaandassociates.com. Close Date: Until Filled.

Wildlife Intern- The Georgia Department of Natural Resources is seeking college students for an opportunity to intern at the Charlie Elliott Wildlife Center in Mansfield, Georgia. Interns will assist with the Wildlife Outreach Program, Saturday wildlife programs at the Visitor's Center, school programs at the Brooke Ager Discovery Center, Project WILD workshops, Kid's Fishing Events, and other educational programs. Selected interns will receive a weekly stipend of \$350. Housing is provided for college interns on the area, if requested. Fall and Spring internships start the first of September and mid-January, respectively, and last for 16 weeks. Summer internships start first week of June and last 10 weeks. This is a great opportunity for anyone interested in a career in wildlife or education. For application information, call 770-784-3059 or email ken_riddleberger@mail.dnr.state.ga.us

Temporary Field Research Assistant- Assist with project on lesser prairie chicken habitat use. Gove, Kansas, Qualifications: Undergraduate degree in wildlife biology or related field. Requirements: Valid drivers license, ability to drive manual transmission, ability to work long hours in adverse conditions, strong work ethic, experience with radio-

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Biologist

URS Corporation Consulting
Entry Level
Boise, ID
Job Code: 03-0009789

URS Corporation is a leading, worldwide consulting firm specializing in engineering, applied and environmental sciences and architectural design. If you're a strong team player with excellent communication skills, come join the team ranked the number one design firm by Engineering News-Record. We have the following position available in our Boise, ID office.

Education:
BS in Biology or related field

Responsibilities include resource inventories and impact assessments, writing of resource reports, communication with state and federal agency personnel, data collection, literature review, wetland inventory and general support of NEPA documentation. Includes both office and field work. This position is part-time with potential for full-time.

Minimum of 2 years professional experience in wildlife biology, botany, or wetlands. Excellent writing skills is a must. Travel required.

We offer an attractive compensation package including flexible benefits. Our preferred method of response is by e-mail, indicating Job #03-0009789 to: sandra_steele@urscorp.com (copy: recruiter@urscorp.com) or, send a cover letter, with salary requirements, and resume (high visual quality), indicating Job #03-0009789, to:

URS Corporation
1750 Front St., Ste. 100
Boise, ID 83702, or fax to: (208)338-9063.
No phone calls, please. Visit us at www.urscorp.com EOE M/F/D/V.

See our calendar on page 12
for networking opportunities for environmental professionals

telemetry and vegetation sampling desired, but not required. Duties: Radio-telemetry, vegetation sampling, brood flushes, and data entry. Starting Date: Start at Once/ Open until filled. Ending Date: August 15th Pay: \$7.50/hour Send: Cover letter, resume, college transcripts, and list of 3 references to Tamara Fields, Department of fishery and wildlife biology, Colorado State University, 80523-1474 or email to fields_tamara@hotmail.com.

Wildlife Management Biologist- The Missouri Department of Conservation has three Wildlife Management Biologist positions available; one each located in Bolivar, Lee's Summit, and Puxico and eight Wildlife Biologist positions available; one each located in Ashburn, Dexter, Greenfield, Boonville, Eminence, Miami, Excello and Elsberry. Annually \$32,424 - \$57,576. Beginning salary will be \$32,424 to \$35,784 depending on qualifications. Under the supervision of the Regional Supervisor, serves as the Wildlife Resources Specialist on an assigned District Conservation Team; designs and coordinates management, maintenance and operation of conservation areas; writes wildlife management plans and habitat proposals; provides general guidelines for District staff regarding permittee cropping systems and general area operation and maintenance; prepares annual budget and oversees accounting of expenditures; conducts wildlife inventories and management/evaluation projects; makes recommendations to improve conditions of wildlife populations and habitats by using various tools including GIS applications and various habitat inventory and assessment processes; plans and drafts capital improvement requests; coordinates Farm Service Agency (FSA) programs with permittee farmers; recommends regulations pertaining to public use, coordinates management of wildlife areas and supervises staff to accomplish annual plans; meets with landowners to improve private lands and waters for wildlife; works with personnel of the Natural Resources Conservation Service, University of Missouri Extension Service, FSA, Soil and Water Conservation Districts and other agencies and groups related to agriculture to develop wildlife habitat as part of a total farming system; acts as liaison with field trial groups and other public use groups; and performs other duties as required. Qualifications: Graduation from an accredited college or university with a Bachelor's Degree in Wildlife, Forestry, Agriculture or closely related subjects and at least three (3) years of progressively responsible professional experience in Wildlife, Forestry or Fisheries work; or an equivalent combination of education and experience. Approval as Certified Wildlife Biologist by The Wildlife Society is desired. Experience with GIS preferred.

Wildlife Biologist- Salary Range: Annually \$28,224 - \$51,120. Beginning salary will be \$28,224 to \$31,164 depending on qualifications. Duties Under the direction of a Wildlife Management Biologist, plans, implements and supervises wildlife management programs on state-owned conservation areas, including upland, forest and wetland management areas, leased or licensed lands, and private lands in assigned counties; plans and supervises an agricultural crop program; establishes and maintains native warm-season and cool-season grasses, food plots, green browse plots, lespedeza/clover plots and sunflowers; supervises salaried personnel and hourly employees; assists with inter-agency coordination to implement the conservation features of the Federal Farm Program; assists in providing technical advice and training to landowners on wildlife management practices through tours, workshops, farm visits and other extension type initiatives; prepares annual and long-term management plans; monitors plant and animal communities and management activities; assists with managed hunts, check stations, and public-use management; assists with district reports; prepares and coordinates budget and purchasing needs; represents the Department and Wildlife Division at fairs, exhibits and local public meetings; participates in Department promotional events, i.e., Prairie, Eagle and Duck Days; prepares articles for the Conservationist magazine, local newspaper and other publications; conducts radio or TV programs upon request; attends Department-sponsored seminars, workshops and safety meetings; and performs other duties as required. Qualifications: Graduation from an accredited college or university with a Bachelor's Degree in Wildlife Management or closely-related subjects and one (1) year of professional experience in wildlife work. A Master's Degree in the above

area will substitute for the one (1) year of experience. Approval as Certified Wildlife Biologist by The Wildlife Society is desired. For an application, contact the Missouri Department of Conservation, Human Resources Division, 2901 West Truman Blvd., Jefferson City, Missouri 65102 (573/751 4115). Applications also available on Internet site at www.Conservation.state.mo.us/about/jobs/. Equal Opportunity Employer

Research Associate Position- STE/LCTA/5/28/03 LCTA Field Crew Leader (Research Associate II) position available with the Center for the Environmental Management of Military Lands to be assigned at Fort Stewart, Georgia, to provide field support for the U.S. Army Integrated Training Area Management (ITAM) Program. Position contingent upon the availability of funds. Min. Req: BS/BA in forestry, botany, applied ecology, natural resources management, biology, or closely related field. Ability to work outdoors under adverse field conditions. Field experience with identification of flora of the southeastern United States. Experience with Land Condition Trend Analysis methodology and/or other land condition survey methods. Experience with GPS navigation and data collection. Excellent written and oral communications skills. Experience with personal computers, Microsoft Office word processing, spreadsheet, database, and presentation software and Geographic Information Systems. Responsibilities: Monitor vegetation and land-use permanent plots using Braun-Blanquet method. Establish special-use plots to monitor military land disturbance using SRP method. GPS data collection and navigation. Use ArcView GIS to produce maps of project areas and collect information on areas of interest. Data entry and analysis. Identification of unknown plant specimens from Ft. Stewart. Preparation of reports and presentations. Salary range \$28,000 - \$32,000. To Apply: Submit (1) letter of application noting position number and responding specifically to each of the qualifications; (2) resume; (3) one copy of transcripts from each college attended and documentation of degree conferral; and (4) list of names, addresses, and telephone numbers of individuals who have first-hand knowledge of applicants' professional abilities. All materials must be received in Room 110 Vo Ed Building no later than 4:30 p.m., May 28, 2003. Incomplete applications cannot be considered. Send to: Mrs. Mary Huwa, CEMML, Colorado State University, 1490 Campus Delivery, Fort Collins, CO 80523-1490, voice (970) 491-6620, fax (970) 491-2713. CSU is EEO/AA employer.

Field Position- Job Description: Colorado State University seeks one enthusiastic and motivated person to serve on its field crew at Fort Stewart, Georgia, working with the Integrated Training Area Management (ITAM) Program. The field crew conducts vegetation and forest inventory surveys and gathers data on degradation and land use on the Army's training lands. This data is used to determine where and when these lands will be rehabilitated. The field crew also

assists in the development of an installation-wide vegetation community map using a Geographic Information System (GIS), wetland delineation, Global Positioning System (GPS) navigation and mapping using the latest equipment and data entry. Location: Fort Stewart is a 280,000-acre military installation located approximately 20 miles southwest of Savannah, Georgia. Housing is not provided, however, rental housing with short-term leases is abundant in the community. Duration of Employment: Three to six months (dependent upon employee), approximately May 2003 to October 2003 (flexible). Salary: \$12.81 per hour, 40 hours per week. Qualifications: A BS/BA degree in biology, ecology, forestry or a related field are preferred but anyone with solid coursework and/or experience with plant identification, field monitoring methods, and a love of the outdoors will be considered. Due to the nature of the work, applicants must be willing and able to work in and endure the heat and humidity of the southeast, drive a 4x4 jeep and 4-wheeler, use a compass and topographic maps, and be familiar with computer operation and data entry. Familiarity with GPS and GIS is also desired, but will be taught on site if needed. Application Procedure: Submit a resume, three references, college transcripts (photocopies will suffice), and a letter of application outlining your qualifications as listed above to: DOT, Range Division/ ITAM, Bldg 8074, Attn: Richard Weatherford, 2262 GA HWY 144 East, Fort Stewart, GA 31314-3904 Or by email to: richard.weatherford@stewart.army.mil, Closing Date: when filled. For further information, contact Richard Weatherford at: (912) 767-5874 or richard.weatherford@stewart.army.mil, CSU is EEO/AA employer.

Research Associate Position- Position # POH/COOR/7/1/03 Natural Resources Coordinator (Research Associate III Special) position available with the Center for Environmental Management of Military Lands to be assigned at Pohakuloa Training Area (PTA) on the Island of Hawaii, to provide support for the Environmental Office at PTA. Pohakuloa Training Area is a 108,000-acre Army training facility located at 6,000 feet elevation between the volcanoes Mauna Kea and Mauna Loa on the island of Hawaii. Position contingent upon the availability of funds. Req: BS/BA in ecology, environmental science, range science, forestry, or related applied science, with emphasis in plant and animal ecology. Four years of professional experience with management of biological resources. Valid driver's license. Ability to conduct strenuous field work in weather extremes in rugged terrain. Experience with monitoring a wide variety of fauna and flora. Demonstrated knowledge of ecology and plant taxonomy, especially awaiian flora. Experience with the management of rare flora and fauna, including control of threats from exotic species. Excellent oral and written communication skills. Experience planning and managing projects. Supervisory and leadership experience. Experience with computer database management and statistical analysis. Experience with the Global Positioning System and Geographic Information Systems. Related work experience on a military installation.

Responsibilities: Plan, design, and implement natural resource management projects cooperatively with U.S. Army natural resources management staff. Monitor populations of rare native flora and fauna. Supervise a crew of 4-6 people in projects designed to protect rare specie; e.g., weed control, predation control, fencing. Cooperate with partner agencies on conservation strategies and projects. Camping at remote work sites for up to four days at a time may be required. Salary range is \$42,000 \$55,000. TO APPLY: Submit (1) letter of application noting position number and responding specifically to each of the qualifications; (2) resume; (3) one copy of transcripts from each college attended and documentation of degree conferral; and (4) list of names, addresses, and telephone numbers of individuals who have first-hand knowledge of applicants' professional abilities. All materials must be received in Room 110 Vo Ed Building no later than 4:30 p.m., July 1, 2003. Incomplete applications cannot be considered. Send to: Mrs. Mary Huwa, CEMML, Colorado State University 1490 Campus Delivery, Fort Collins, CO 80523-1490, voice (970) 491-6620, fax (970) 491-2713., CSU is EEO/AA employer.

Research Associate Position- Position # POH/ECO/6/30/03 Plant ecologist (Research Associate III Special) position available with the Center for Environmental Management of Military Lands to be assigned at Pohakuloa Training Area (PTA) on the Island of Hawaii, to provide support for the Environmental Office at PTA. Pohakuloa Training Area is a 108,000-acre Army training facility located at 6,000 feet elevation between the volcanoes Mauna Kea and Mauna Loa on the island of Hawaii. Position contingent upon the availability of funds. Min Req: BS/BA in botany, plant ecology, or related applied science. Four years of professional experience with management of plant resources. Valid driver's license. Ability to conduct strenuous field work in weather extremes on rugged terrain. Experience with vegetation sampling and ecosystem monitoring. Demonstrated knowledge of plant taxonomy, especially Hawaiian flora. Experience with the management of rare flora, including control of threats from exotic species. Excellent oral and written communication skills. Experience planning and managing projects. Supervisory and leadership experience. Experience with computer database management and statistical analysis. Experience with the Global Positioning system and Geographic Information Systems. Related work experience on a military installation. Responsibilities: Plan, design, and implement natural resource management projects cooperatively with U.S. Army natural resources management staff. Monitor populations of rare native species. Supervise a crew of 4-6 people in projects designed to protect rare species; e.g., weed control, predation control, fencing. Cooperate with partner agencies on conservation strategies and projects. Camping at remote work sites for up to four days at a time may be required. Salary range is \$42,000 \$55,000. TO APPLY: Submit (1) letter of application noting position

Air Quality/ Noise Analyst

Environmental Science Associates
Mid Level
Clearwater, Florida
Job Code: AirQ-Noise-CLEARWATER



Environmental Science Associates (ESA), a leading environmental consulting firm for over 31 years, seeks a mid to senior-level professional with technical expertise in air quality and noise impact assessments. Successful candidate will have experience with NEPA impact assessments and experience with air quality and noise models such as TNM, INM, CAL3QHC, DMS and ISC. Position requirements also include noise measurement and modeling expertise; familiarity with air quality and noise laws, regulations and standards. Candidates should have a minimum Bachelor's Degree with strong computer skills and excellent written/oral communication skills. Strong project management skills are also desired. ESA offers an excellent salary and benefits package including an Employee Stock Ownership Program (ESOP) and a 401 (k) match. EOE/AA

Please send resume/ references and cover letter to:

ESA, 225 Bush Street
Suite 1700
San Francisco, CA, 94104
Attn: Human Resources,

or send e-mail to: hr@esassoc.com.

Please cite this ad/website in cover letter. For more information about ESA, please visit our website at www.esassoc.com. No calls please.

Thank you for
subscribing to the
National
Environmental
Employment Report

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mean score was 3.1 (SD = 1.03). There were nine applicants that scored a "5", and 14 that scored a "4".

Use your cover letter as an opportunity – perhaps your only chance – to discuss your qualities, skills, etc. that are desired by the employer yet not easily revealed or discernable from a resume. Sharing your personal and professional goals and dreams can also be very useful, but only if they are specific. Statements such as "I want to get more experience" are not useful.

Many folks use an *Objective* heading on a resume, but it's entirely extraneous and usually awkward. Instead, make your objective known in your cover letter.

Everyone should consider including their GPA - especially if it's >3.0-3.5.

Demonstrate, don't dictate. Several applicants listed skills that were belied by their own application materials. It's fine to list your skills, but save those for things that you really can't otherwise demonstrate or discuss in a cover letter or resume. If you can write well, demonstrate it, don't say it. If you have word processing experience, then I would expect to see a nicely formatted resume and other supporting documents. If you're passionate, convey that without stating it.

Consider including references, even if unsolicited. I never would have thought of this one, but 2-3 applicants included unsolicited letters of recommendation, and I thought that was a great idea. It's a good way to distinguish your application from others. Be careful, though; it may be that some government agencies don't want the additional materials (but I wouldn't know).

Don't truncate your resume based on page length. If it's relevant, include it.

Include contact information for all relevant work. This is another suggestion that I have borrowed from the handful of applications that had contact information listed for every single job. That's very professional and sends a strong signal that either someone has had repeatedly positive experiences and/or that they are comfortable dealing with any former experiences that were less than idyllic. Similarly, leaving off contact information for your most relevant experience could send up a red flag.

FORMAT

Please put your name on every page; it makes it easier to read your application.

Fancy paper is completely unnecessary. Yes, I've used it too, but I'm not sure why. What kind of person/business makes hiring decisions based on paper?

POST-APPLICATION

Stay visible if you remain interested in the position. If you accept a job elsewhere, inform other employers considering your application as soon as possible, even if they haven't contacted you.

If you are asked a question, please answer it, don't avoid it. If you do not answer, it sends a bad signal that you may not be professionally responsive. Likewise, if you have a question or are uncomfortable with details, communicate. Not communicating those questions sends a signal that you might not be able to deal well with conflicts.

OTHER

If you want to be a field biologist in the private or non-profit sector, it is definitely to your benefit to own a 4WD vehicle. Small pickups are usually very adequate (and sometimes ideal), but some low clearance AWD models can be limiting.

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ties. Placement in environmental jobs will be accomplished through the Community College's existing relationships with the many technical employers in the area.

Coalition for a Better Acre, Lowell, Mass. Expects to provide training to 48 residents, achieve a 83 percent placement rate, and track students for a year. The 256-hour training program will include hazardous material handling, environmental site assessment, environmental sampling of soil and water, and asbestos inspection. Students will be recruited from among low-income residents of the Lowell Enterprise Community.

The WorkPlace, Inc., Southwest Connecticut Plans to train 54 students, achieve a 83 percent placement rate, and track graduates for one year. Students will be recruited from communities with high unemployment and poverty rates. The Workplace, Inc. serves as the workforce investment board for Southwest Connecticut and will ensure placement of graduates in environmental jobs.

Camden, N.J. Camden plans to train 50 students, achieve a 90 percent placement rate, and track students for one year. The training program will consist of 150 hours of site assessment, lead abatement, and asbestos abatement courses. This will be followed by 120 hours of internships with local environmental employers and mentoring by neighborhood residents. Students will be recruited from Camden, with emphasis on unemployed and unskilled minority residents.

Saint Nicholas Neighborhood Preservation Corporation, New York, N.Y. Plans to train 80 students, achieve a 70 percent placement rate in environment-related jobs, and track students for two years. The 250-hour training program will include hazardous materials handling, lead abatement, and asbestos air sampling and abatement. Students will be recruited from disadvantaged residents of North Brooklyn and placed in environmentally related jobs by Williamsburg Works, the workforce development arm of Saint Nicholas.

New Jersey Youth Corps, Phillipsburg and Newark, N.J. Plans to train 50 students, achieve an 80 percent placement rate, and track graduates for two to five years. The training program will include hazardous materials handling and phytoremediation (cleanup of plant life). Students will be unemployed or underemployed youth from Phillipsburg and Newark.

Oklahoma City, Okla. The Oklahoma City Office of Workforce Development plans to train 110 participants, achieving a 70 percent placement rate, and track students for one year. The training program will consist of seven 80-hour training cycles covering hazardous materials handling and methamphetamine lab remediation. Candidates will be recruited from residents of the city's Empowerment Zone.

Fort Belknap Indian Community, Mont. The Fort Belknap Indian Community and its partners plan to train 60 students, achieve a 70 percent placement rate, and track students for one year. The two-year, 370-hour training program consists of seven courses in a hazardous waste track offered during the first year of the program and eight courses in a remediation/ecosystem track offered during the second year. Students will include local residents of the Fort Belknap Indian Reservation, and will be assisted in finding employment by the Tribal Employment Rights Opportunity (TERO) training program.

Los Angeles, Calif. The Los Angeles Community Development Department plans to train 50 students, achieve an 80 percent placement rate, and track students for a full year. The seven-week, 300-hour job-training program will consist of hazardous waste handling, innovative environmental technologies, lead abatement, and asbestos abatement. Recruitment will focus on low-income residents of the cities federal Empowerment Zone and five state Enterprise Zones. Placement will be conducted by the cities WorkSource Centers.

For more information go to:

<http://www.epa.gov/brownfields/>

number and responding specifically to each of the qualifications; (2) resume; (3) one copy of transcripts from each college attended and documentation of degree conferral; and (4) list of names, addresses, and telephone numbers of individuals who have first-hand knowledge of applicants' professional abilities. All materials must be received in Room 110 Vo Ed Building no later than 4:30 p.m., June 30, 2003. Incomplete applications cannot be considered. Send to: Mrs. Mary Huwa, CEMML, Colorado State University, 1490 Campus Delivery, Fort Collins, CO 80523-1490, voice (970) 491-6620 fax (970) 491-2713., CSU is EEO/AA employer.

Environmental Planners, Analysts- Mangi Environmental, McLean, Virginia USA, Job Type: Full Time, Our small, specialized, environmental consulting firm seeks Environmental Planners and Analysts for interdisciplinary NEPA project teams analyzing Federal projects nationwide. We need hard working, clear thinking, well-organized, self starters who can effectively present the results of their data gathering, research and analysis effectively in plain English. These are challenging positions. If you are interested, please contact us with information demonstrating how you meet these criteria. To apply please contact: Mangi Environmental, 7915 Jones Branch Dr, McLean VA 22102.

Environmental Planners / Scientists- Earth Tech, Colton, California USA, Job Type: Full Time, Earth Tech is recognized worldwide as a leader in the consulting engineering industry, specializing in infrastructure, water/wastewater, environmental, and transportation. We are a company of change, comprised of team players embracing today's challenges with forward thinking solutions for tomorrow's world. In less than a decade, and without losing our service philosophy or client orientation, we've grown from several hundred employees in a handful of offices to more than 8,000 employees and 200 offices worldwide. As a subsidiary of Tyco International, Ltd., Earth Tech is the most highly capitalized engineering firm in the U.S. offering our clients finance, design, build, and operate capabilities as well as a wide variety of other technical capabilities. Duties: We are seeking Environmental Planners/Scientists at all levels of experience to work in our

Southern California locations. The work entails performing all aspects of preparation of environmental planning documents (EISs, EAs, EIRs), including data collection, development of proposed actions and alternatives, environmental impact analysis, development of mitigation measures, providing community outreach support, and coordination with clients and regulatory agencies, for environmental projects ranging from \$25K to \$2 million. Qualifications: Candidates must have strong writing skills and understanding of NEPA/CEQA and other Federal and California environmental regulatory requirements. Experience in project and cost management and tracking is preferred. Compensation: Earth Tech offers a competitive benefit package including, but not limited to, medical, dental, 401(k) savings plan, Employee Stock Purchase Plan, tuition reimbursement, professional development program, and computer purchase plan. Application Instructions: Qualified candidates should mail, e-mail, or fax to the addresses below, a cover letter with your salary requirements, and mention that you are interested in the "Environmental Planner/Scientist" position and the specific PR (Personnel Requisition) number #GEW 255-02-0023 for this open position. Then attach your résumé. Earth Tech, Inc., 1461 E Cooley Dr Ste 100, Colton CA 92324-3921, E-Mail: (Attention: Laurene Griffin), Equal Opportunity Employer M/F/D/V. Qualified minorities and women are encouraged to apply.

Research Associate-# POH/HORT/7/3/03 Horticulturalist (Research Associate II Special) position available with the Center for Environmental Management of Military Lands to be assigned at Pohakuloa Training Area (PTA) on the Island of Hawaii, to provide support for the Environmental Office at PTA. Pohakuloa Training Area is a 108,000-acre Army training facility located at 6,000 feet elevation between the volcanoes Mauna Kea and Mauna Loa on the island of Hawaii. Position contingent upon the availability of funds. B/BA in horticulture, botany, or related applied science. One year of professional experience. Valid driver's license. Ability to conduct strenuous field work in weather extremes on rugged terrain. Experience with the propagation of rare plant species from seeds and cuttings. General greenhouse and nursery experience. Experience with vegetation sampling and

ecosystem monitoring. Demonstrated knowledge of plant taxonomy, especially Hawaiian flora. Experience with the management of rare flora, including control of threats from exotic species. Experience with computer database management. Experience with the Global Positioning System and Geographic Information Systems. Related work experience on a military installation. Manage the Plant Holding Shelter at PTA. Propagate rare plant species from seeds and cuttings. Maintain propagated plants by watering, fertilizing, etc., and prepare them for outplanting. Develop an Integrated Pest Management Plan for propagation facility. Maintain database on propagation and outplanting. Assist with design and planning of outplantings, site preparation, outplanting, post-planting care, monitoring survival, and collection of additional propagules. Camping at remote work sites for up to four days at a time may be required. Salary range is \$32,000 B \$40,000. To apply: Submit (1) letter of application noting position number and responding specifically to each of the qualifications; (2) resume; (3) one copy of transcripts from each college attended and documentation of degree conferral; and (4) list of names, addresses, and telephone numbers of individuals who have first-hand knowledge of applicants' professional abilities. All materials must be received in Room 110 Vo Ed Building no later than 4:30 p.m., July 3, 2003. Incomplete applications cannot be considered. Send to: Mrs. Mary Huwa, CEMML, Colorado State University, 1490 Campus Delivery, Fort Collins, CO 80523-1490, voice (970) 491-6620, fax (970) 491-2713. CSU is EEO/AA employer.

Research Associate Position- Position # POH/NR/7/2/03 Seven natural resource management specialist (Research Associate I Special) positions available with the Center for Environmental Management of Military Lands to be assigned at Pohakuloa Training Area (PTA) on the Island of Hawaii, to provide support for the Environmental Office at PTA. Pohakuloa Training Area is a 108,000-acre Army training facility located at 6,000 feet elevation between the volcanoes Mauna Kea and Mauna Loa on the island of Hawaii. Positions contingent upon the availability of funds. Min. Req: BS/BA in natural resource management, environmental science, forestry, range science, or related applied science. Six

months of professional experience in areas described below. Valid driver's license. Ability to conduct strenuous field work in weather extremes on rugged terrain. Experience with vegetation sampling and monitoring rare plant populations. Experience with herbicide application and mechanical weed control techniques. Demonstrated knowledge of plant taxonomy, including Hawaiian flora. Experience with computer database management, the Global Positioning System and Geographic Information Systems. Related work experience on a military installation. Resp: Execute field work planned by the Army natural resource management staff at PTA. Implement natural resource management practices in the field, especially rare species monitoring and threat control, fencing, and plant propagation. Record, edit, and analyze data. Maintain field gear. Assist in scheduling, planning, logistics and documentation of day-to-day field work. Camping at remote work sites for up to four days at a time may be required. Salary range is \$32,000 \$40,000. To apply: Submit (1) letter of application noting position number and responding specifically to each of the qualifications; (2) resume; (3) one copy of transcripts from each college attended and documentation of degree conferral; and (4) list of names, addresses, and telephone numbers of individuals who have first-hand knowledge of applicants' professional abilities. All materials must be received in Room 110 Vo Ed Building no later than 4:30 p.m., July 2, 2003. Incomplete applications cannot be considered. Send to: Mrs. Mary Huwa, CEMML, Colorado State University 1490 Campus Delivery, Fort Collins, CO 80523-1490, voice (970) 491-6620, fax (970) 491-2713., CSU is EEO/AA employer.

Wildlife/Fish Specialist 4 - Wyoming Game and Fish Department, Fish Division. Essential Functions: Utilizes and improves fish culture techniques to spawn, propagate and distribute quality fish meeting statewide needs; maintains facilities and equipment; keeps accurate daily record; prepares monthly reports and assists in station planning; maintains good public relations concerning fish and a variety of topics; conducts tours of the hatchery for the public and schools; assists with statewide domestic and wild spawning operations and distribution; performs routine lifting of up to 50

Field Station Director

South Florida Water Mgmt District
Mid Level West
Palm Beach, FL & Clewiston, FL

SFWMD needs Field Station Directors at the West Palm Beach & Clewiston locations. These positions manages and administers a number of major operations and maintenance functions such as remote water pumping stations. Bachelor's degree in engineering or management. Seven (7)+ years experience in the operation/maintenance of water management works, with at least four years related supervisory experience. State of Florida P.E license preferred. Valid Florida Driver's License.

Senior Environmental Analyst

South Florida Water Mgmt District
Senior Level
West Palm Beach, FL

SFWMD is seeking a senior level professional position responsible for the site management of the Everglades Stormwater Treatment areas (STAs). This individual will coordinate with state and federal regulatory agencies, monitor the water quality performance of the STA, and be the focal point of coordination internally with the field station, control room and research staff regarding the day to day & long term operations and maintenance of these wetland treatment areas. B.S Degree in Natural, Physical, Biological Sciences, Engineering or a related field and 7+ years qualifying experience. Valid State of Florida's Driver's license required.

Please submit your application materials to:

SOUTH FLORIDA WATER MANAGEMENT DISTRICT
Attn: Human Resources
P.O. Box 24680
West Palm Beach, FL 33416-4680E-mail hrproweb@sfwmd.gov
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Senior Environmental Consultant & No. California Account Exec.

Bitterroot Restoration, Inc., Consulting
Senior Level, Lincoln, CA



Bitterroot Restoration, Inc. (BRI) is seeking applicants for a Senior Environmental Consultant and Northern California Account Executive, a position that will be based at our Lincoln, California office. Proven experience and enthusiasm for business development and high level sales is an important consideration for this position. A history of projects completed, professional involvement and relationships with government agencies in northern California are key requirements. The successful candidate must also have substantial experience managing multidisciplinary teams of consultants and specialists on ecological assessment and restoration projects. An advanced degree in applied ecology or a closely related natural resources field and at least seven years experience working on ecological restoration projects in California are required. Applicable state or federal certification or licensure is a significant plus. The successful candidate should expect that their time will be evenly split between high-level project development and marketing and senior consulting efforts. variety of ecosystems.

For more information about our company, a complete job description for this position and application instructions, please see our web site,

www.bitterrootrestoration.com

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Thank you.

lbs., often carrying water over head; works irregular hours and often exposed to severe weather; works long hours hip to chest in cold water. Education: Any combination of training and experience equivalent to a bachelor's degree in wildlife management, range management, biology, zoology, ichthyology or closely related field plus one year of professional work experience in wildlife or fish resource management, research or habitat development. Salary: \$1837 - \$3738 per month. An official State application must be submitted in duplicate to the Human Resources Division, Emerson Building, 2001, Capitol Avenue, Cheyenne, Wyoming 82002-0060, (307) 777-7188, (Fax #1-307-777-6562). The state application may be found at <http://personnel.state.wy.us/stjobs>. Close Date: Until Filled.

Wildlife/Fish Specialist 3 - Wyoming Game and Fish Department. Duties: Maintains and enhances the fisheries resource through knowledge of fisheries science and biology; develops and implements strategies based on environmental studies, public input, department objectives and state and federal statutes and regulations; assists in annual budget development and expenditures. Qualifications: any combination of training and experience equivalent to a Bachelor's Degree in wildlife management, range management, Biology, Zoology, Ichthyology or closely related field plus two years of professional work experience in wildlife or fish resource management, research or habitat development or a master's degree in Wildlife Management, Biology, Zoology, Ichthyology, Range Management or closely related field. Salary: \$2115 - \$4304 Per Month. An official state application must be submitted in Duplicate to the Human Resources Division, Emerson Building, 2001 Capitol Avenue, Cheyenne, Wyoming 82002-0060, (307) 777-7188, (fax #1-307-777-6562). The state application may be found at <http://personnel.state.wy.us/stjobs>. Close Date: Until Filled.

Fisheries Data Manager - Silver Spring, MD. Responsibilities: Manage Agency's marine recreational fishery data sets in SAS format. Write, debug, and maintain SAS programs for data processing. Assist in development and administration of data standards, policies, and procedures. Develop and maintain software for data entry, and help develop SAS programs for data quality control and calculation of survey statistics. Assist in evaluation, design, implementation, and modification of data structures. Help prepare data and statistics for publication and posting on Agency's internet website. Serve as technical representative on variety of Agency and state/federal panels to promote coordinated, efficient storage and dissemination of fishery information and statistics. Qualifications: Bachelor's degree (M.S. or M.A. preferred) in computer science, information technology, fisheries science, biology, or social sciences. Strong

background in data management and SAS programming. Experience in organizing and managing large, complex data sets in SAS format preferred. Experience working with fishery data systems, administering SAS software, developing data entry and data quality control software, and developing data standards, policies, and procedures desired. Programming skills in Visual Basic and/or experience using Oracle, MS Access, and/or GIS applications considered a plus. Salary: \$51,571 - \$77,005 per year. Contact: Please enter application on U.S. Department of Commerce website, "Commerce Opportunities On Line (COOL)" (<http://www.jobs.doc.gov>), for Information Technology Specialist vacancy number H-NMF-03040.3.RAW listed for National Oceanic and Atmospheric Administration, National Marine Fisheries Service, Office of Science and Technology, Fisheries Statistic and Economics Division, Silver Spring, MD 20910. (All COOL vacancy announcements are also available from the Office of Personnel Management's USAJOBS at 478-757-3000 or via TDD at 478-744-2299.). Close Date: May 24, 2003.

Assistant Fisheries/Aquatic Biologist - Lebanon, Ohio. Duties: Advanced Technical Aquatic Control, LLC (web site www.atac.cc) is a fast growing private fish and lake management company located in Lebanon, Ohio. ATAC services Cincinnati, Columbus and Dayton, as well as western Indiana and Northern Kentucky. The successful applicant will assist the company owner in day to day operations, work as a lead field biologist (team leader) by directing the activities of staff biologists, technicians and interns. Education Requirements: BS in Fish Management, Aquatic Biology, Aquaculture or similar Natural Resource Major (experience with a private lake management company a plus). Must be organized. Good people/communication skills. Applicant must pass / or currently hold a commercial applicators licensing exam from the Ohio Department of Agriculture. Contact: Richard A. Rogers, President 1-888-998-7663 or fax resumes to 1-513-932-9706, or e-mail: rick@atac.cc or mail to: P.O. Box 43, Xenia, Ohio 45385. Close Date: Until Filled.

Summer Field Assistants - Nevada. I am looking for two field assistants for the months of July and August to assist with research on the population dynamics and dispersal of the North American pika (*Ochotona princeps*). The work will be in the Ruby mountains in northeast Nevada. It will include surveying the habitat for vegetation composition, live trapping pikas and using GPS to map the distribution of talus. The field conditions are hard. We will be camping most of the time in the back-country with periodic forays to the town of Elko for food, laundry, showers etc. If you are interested please email me your CV, why you are interested in doing this kind of work, and what your academic and research experiences are. You

would also need to have your own camping gear, have backpacking experience and be in good shape to hike at high altitude (over 8500 feet). If you have any questions please feel free to email me at ychaver@unr.edu, or call me at 775-784-4009. Close Date: Until Filled.

Volunteer Field Assistant Cameroon – Needed Sept. through Dec. 2003 for study of indigobird population biology and behavioral ecology. Fieldwork will be centered around a small town in central Cameroon. The objective of the study is to gain an understanding of the incidence and consequences of hybridization between sympatric indigobird species. Field work will include locating and recording male indigobirds, capturing birds using mist-nets and song playback, nest searching, and the collection of avian ectoparasites. Applicants must be willing and able to walk long distances in very hot, dry weather and to tolerate rustic accommodations. Previous field experience with birds is a plus; nest-searching experience is highly desirable. Assistants must provide their own airfare to Cameroon, however travel within Cameroon, room, and board will be provided. Please send a cover letter that addresses your qualifications for this position, a CV with undergraduate GPA and GRE scores (if available), and contact information for 3 references. Review of applications will begin immediately and continue until position is filled. E-mail questions to Chris Balakrishnan, ccala@bu.edu. Send application materials to Chris Balakrishnan, Dept. of Biology, Boston University, 5 Cummington St., Boston, MA 02215. Close Date: Until Filled.

Researcher - Applications are being accepted for a student to conduct doctoral research on plankton ecology and/or biogeochemical properties of the lower Mississippi River. The successful candidate must have a strong academic background in aquatic ecology. Fall 2003 or Jan 2004 admission is still possible. Excellent support is available for up to three years through the NSF North-Mississippi GK-12 project. Due to funding restrictions, only U.S. citizens are eligible for this position. For more information contact: Dr. Clifford Ochs, Department of Biology, University of Mississippi, University, MS 38677. Phone: 662-915-7204, Email: byochs@olemiss.edu. Close Date: Until Filled.

Fish/Aquatic Habitat Specialist - San Carlos Apache Tribe, Recreation & Wildlife Department, San Carlos, AZ. The incumbent will have general supervision authority over a Project Foreman and crew that will do the actual improvement, repair, and/or construction of water wells and stock tanks throughout the San Carlos Apache Indian Reservation. Working with the Project Foreman, the incumbent will conduct a needs assessment of wells and tanks to enhance or improve the water supply for fish and wildlife. The incumbent will work with the USFWS Fish Biologist to study the effects of enhancement projects on fish and wildlife. Develop and present (verbal and written) progress and final reports to the Recreation & Wildlife Director and Commission. Minimum Qualifications: MS in Fish/Wildlife Management/Biology and one (1) year professional experience OR, BS in Fish/Wildlife Management/Biology and three (3) years professional experience. Incumbent must possess knowledge and have some experience in the following areas: fisheries biology, management, and survey techniques; water catchment, stock tank, and riparian renovation/restoration for the benefit of fish and wildlife; and data collection, compilation, entry, and interpretation; use of PC's and Microsoft Office software. Salary: \$32,392 / year To Apply: Applications must be obtained from and submitted to San Carlos Apache Tribe; Attn: Personnel; San Carlos Avenue; PO Box 0; San Carlos, AZ 85550; (928) 475-2361; FAX (928) 475-2567. Resume may be attached to the application but not submitted in lieu of. Contact Regarding Position: Mark Brouder, (928) 475-2554, Mark_Brouder@fws.gov. Close Date: Until Filled.

Fishery Biologist (Fishery Research Specialist) - GS-0482-12/13. U.S. Fish and Wildlife Service, Hadley, Massachusetts. Responsibilities: This employee administers grants to State fisheries agencies principally through the Federal Aid in Sport Fish Restoration Program. He/she has primary responsibility for freshwater and anadromous fisheries research, survey and management grants and fish hatchery operations and maintenance grants in 13 northeast States and the District of Columbia. He/she provides direction, guidance, training, technical assistance and oversight to States in developing and conducting Federal Aid grants. Qualifications: 1) Knowledge of theory, principles and methods of fisheries biology and fisheries management; 2) Skill in administering a fisheries research and survey program, including planning, implementation and evaluation of management actions; 3) Knowledge of field and analytical techniques for collection and analysis of life history and population data for assessing the status of freshwater or anadromous fish species; 4) Ability to communicate effectively and establish and maintain positive, effective working relationships with representatives of government agencies, private organizations and individuals; and 5) Knowledge of State fish and wildlife organizations, administrative procedures, and operations as they may affect accomplishment of programs funded by Federal Aid. Contact: Ron Essig (ron_essig@fws.gov or 413-253-8504). More information about the position and how to apply can be found by searching for vacancy announcement FWS5-02-149 at <http://www.usajobs.opm.gov>. Close Date: May 27, 2003.

Wildlife/Fish Supervisor 3 - GF14A-40A. Wyoming Game & Fish Department. Duties: Maintains and enhances fisheries resources through knowledge of fisheries science and biology; supervises, plans and coordinates the management crew activities; supervises and participates in survey evaluations of various lakes and streams to determine productivity and status of fish population; develops and implements strategies based on environmental studies, public input, department objectives and state and federal statutes and regulations; develops and manages annual budget. Education: Any combination of training and experience equivalent to a bachelor's degree in wildlife management,

biology, zoology, range management, ichthyology or closely related field plus six years of professional work experience in fish or wildlife resource management, research or habitat development, including two years of experience as a supervisor or lead worker or a master's degree in wildlife management, biology, zoology, ichthyology, range management or closely related field plus four years of professional work experience in fish or wildlife resource management, research or habitat development. Salary: \$2802 - \$5703 Per Month. An official State application must be submitted in duplicate to the Human Resources Division, Emerson Building, 2001 Capitol Avenue, Cheyenne, Wyoming 82002-0060, (307) 777-7188, (Fax #1-307-777-6562). The state application may be found at <http://personnel.state.wy.us/stjobs>. Close Date: Until Filled.

Lab Technician - The Environmental Studies Program invites applications for a full-time laboratory technician specializing in freshwater ecology and chemistry. The position is funded for three years beginning in June 2003 with additional time contingent on successful grant renewal. The research will involve weekly collection and processing of water and plankton samples, performing laboratory chemical analyses, and profiling physical and biological parameters in a large freshwater tidal ecosystem in mid-coast Maine. A strong background in freshwater ecology/limnology and laboratory chemical analyses as well as experience in data management and boat safety is required. Please send applications including a letter of interest, résumé, and the names and contact information of three references to Kim Bonsey, Manager of Employment, 3501 College Station, Bowdoin College, Brunswick, ME 04011. Email HR@bowdoin.edu, Fax: 207-725-3976. For more information contact Dr. John Lichter, Biology Department, Bowdoin College 6500 College Station, Brunswick, Maine 04011. jlichter@bowdoin.edu (207)725-3653. Close Date: Until Filled.

Technician - Seasonal, full-time technician, May-December 2003. Responsibilities - Assist the Trust's scientific staff with research to evaluate the progress and effectiveness of meadow and wetland restorations along the Platte River in central Nebraska. Conduct field and laboratory research, including monitoring amphibian movements using pitfall trap arrays; sampling fish by electroshocking and seining; collecting and sorting benthic macroinvertebrates; and monitoring water level fluctuations. The technician may also assist with other research and habitat management activities, including mist netting and banding of birds, bird surveys, fish habitat surveys, groundwater monitoring, prescribed burning, and native seed collecting. Qualifications - College graduate or senior level undergraduate in biology, zoology, ecology, or a natural resource discipline. Through education and/or experience, knowledge of amphibians, fish, aquatic invertebrates, hydrology, ecology, and/or natural resources is desirable. Basic computer skills also are desirable. Successful applicants will be capable of working in both field and lab, hardy about coping with varied weather conditions, and responsible about collecting accurate data and completing tasks without direct supervision. Salary \$1600 per month; housing provided. Review of applications begins on May 9, 2003. Applications accepted via email, mail, or fax. Send a cover letter and current resume, including references, to: Beth Goldowitz, Aquatic Ecologist, Platte River Whooping Crane Maintenance Trust, Inc., 6611 W Whooping Crane Dr, Wood River NE 68883. tel 308-384-4633, fax 308-384-7209, platte@hamilton.net, www.whoopingcrane.org. Close Date: Until Filled.

Field Assistant - The herpetology lab seeks an hourly field assistant for six months. Primary duties involve assisting with ongoing field studies including rare amphibian monitoring, the population dynamics of gopher tortoises and snakes, map turtle foraging ecology, and the role of alligators in forested seasonal wetlands. Additional responsibilities will include data entry. Qualifications include a Bachelor of Science degree from an accredited university with coursework in herpetology, ecology, and conservation biology preferred. Previous experience with radio telemetry, GPS technology, and snorkeling is preferred. Relevant work experience and / or coursework with southeastern herpetofauna (especially handling snakes and alligators) is a big plus. The successful applicant must be in good physical condition and willing to work in hot, humid, and buggy conditions. Applications must include Cover Letter (detailing the applicants qualifications and interest), Resume, and Contact Information for at least Three References. Visit our website for application/position details www.jonesctr.org or contact: Chris K. Borg, Lead Research Technician, (cborg@jonesctr.org). Close Date: June 1, 2003.

Research Assistantship - A graduate student research assistantship is available to support a M.S. student in the Department of Renewable Resources. The successful candidate will investigate the tallgrass prairie in North Dakota at the Tewaukon National Wildlife Refuge. Only about 1% of the total tallgrass prairie still exists today in North Dakota and the Tewaukon National Wildlife Complex has approximately 3716 acres of native prairie. These areas historically have received a variety of management applications from prescribed fire, grazing, haying, mowing, and weed control. The Tewaukon NWR's staff is working to target specific priority areas to manage for tallgrass prairie birds. Nine areas (6 on Refuge) have native prairie tracts that will be managed to restore the diverse native floral communities. This research project is a funded by a cooperative agreement between the University of Wyoming, Department of Renewable Resources and the U. S. Fish and Wildlife Service. Course work will be completed at the University of Wyoming during the academic year. The student will be stationed at Tewaukon NWR during summer field work. Field research for this project requires extensive vegetative monitoring in summer, and greenhouse activities during the academic year. Required: Undergraduate degree and field experience in terrestrial plant ecology, weed science, fire ecology, botany, plant science, rangeland

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ecology, or closely related fields. Applicant must be energetic, able to take initiative and possess excellent written and interpersonal communication skills. Preferred skills: experienced in vegetative sampling and plant taxonomic keys, greenhouse experiments and strong computer skills. Stipend for an M.S. student is \$10,062 for the 9-month academic year. Additional summer stipend, tuition and continuous health insurance are provided. The project may begin as soon as May 2003. Formal application to the Graduate School (available online) will be required prior to admission. Send all application materials directly to Dr. Hild. Send 1) resume, 2) transcripts, 3) three letters of reference, 4) GRE scores and 5) a professional goals statement 6) graduate school application directly to: Dr. Ann Hild, Box 3354, Department of Renewable Resources, University of Wyoming, Laramie, WY 82071. Direct inquiries to annahild@uwyo.edu. Close Date: Until Filled.

Doctoral Student - The Range Ecology Research Program at the Uvalde Research and Extension Center of the Texas A&M University System is looking for a Doctoral student to

participate in a new carbon sequestration project in live oak/juniper woodlands. The student will participate in an on going study of the physical and physiological impact of juniper trees on the hydrologic budget. The student will also be expected to develop a project within the general guidelines of the research program but will have great latitude in designing and conducting experiments. The goal of this research project is to determine carbon and water fluxes in native woodlands. This research project will focus on the gas exchange, interception, stemflow, and transpiration of juniper and oak trees over a wide geographic area in central Texas. The student will become familiar with sapflow systems, electronic dataloggers and equipment, and the ecology of the Hill Country of Texas. The student will conduct research at the Research and Extension Center in Uvalde (located 90 miles west of San Antonio) and complete course work at the main campus in College Station. Stipend: \$16,000/year plus health insurance and tuition waiver. Beginning date: July 2003. For more information contact: Dr. M. Keith Owens, 1619 Garner Field Road, Uvalde, TX 78801, (830) 278 9151 ext 128, e mail: m-owens@tamu.edu. Close Date: Until Filled.



Mid-Senior Level Environmental Professionals

Geologic Services Corporation
Consulting
Mid Level
Jessup, MD

Job Code: EnvCarMDP2P3

GEOLOGIC SERVICES CORPORATION is an environmental consulting firm working with petroleum, transportation, and industrial clients to manage environmental compliance and remediation throughout the Northeast and Middle Atlantic states. We have offices in MA, PA, CT, MD, NY, and NJ. Our Jessup, MD office has immediate needs for Mid-level and Senior-level Geologists, Engineers and Scientists.

The Mid-level position requires a B.S. degree in engineering, geology or the sciences, and a minimum of 2 to 5 yrs. experience. The ideal candidate must have experience in RCA, remediation, multimedia sampling, monitoring well installation, UST removal, aquifer testing and analyses, Federal and State regulations and good writing skills.

The Senior-level position requires a B.S. degree in engineering, geology or the sciences, and a minimum of 5+ yrs. experience. The ideal candidate must have experience in soil and groundwater assessments, feasibility studies, remediation system design, installation and O&M and risk assessments. A strong working knowledge of Federal and State regulations is a must. PG or PE licenses a plus.

You may learn more about GSC by visiting our web page at www.gsc-global.com.

Please send resume along with references and salary requirements to:

Ms Stephanie Spolzino
Geologic Services Corporation
15 Prestige Park Circle
East Hartford, CT 06108
or FAX (860) 528-5260,
or via e-mail to sspolzino@ct.gsc-global.com

No phone calls please.

Plant Physiologist - The USDA Agricultural Research Service, Alternate Crops and Systems Laboratory in Beltsville, Maryland, is seeking a two-year Postdoctoral Research Associate, \$48,451-\$75,492 per annum, plus benefits. The incumbent will be responsible for conducting research on the growth dynamics of secondary succession as affected by aspects of global environmental change, specifically long-term exposure to elevated atmospheric carbon dioxide and increased temperature. A Ph.D. in plant physiology, botany, or a related scientific discipline is required. Knowledge of weed biology, particularly weed seedling identification, is desirable. Refer to website: <http://www.afm.ars.usda.gov/hrd/jobs/> for the full text announcement (RA-03-070L) and for complete application instructions. Send application materials and references to: Dr. Lewis Ziska, U.S. Department of Agriculture, Agricultural Research Service, Alternate Crops and Systems Laboratory, 10300 Baltimore Avenue, Building 001, Room 323, Beltsville, MD 20705. E-mail: lziska@asrr.arsusda.gov. Close Date: Until Filled.

M.S. Student Researcher - I seek a bright, highly-motivated M.S. student to study the foraging ecology of mourning doves and exotic Eurasian collared-doves in captive, and possibly field, environments. This 2-year position will be funded primarily through a teaching assistantship in the Department of Biology at Tennessee Tech University. A 2-month research assistantship may be available during the summer. In addition to the assistantship stipend, the position includes complete payment of tuition and fees. This position will be open until a suitable applicant is selected. Desired starting date is January 2004, but an August 2003 start date may be possible. To apply, please send a cover letter, resume, GRE scores, college transcripts, and contact information (including e-mail addresses) for 3 references to Dr. Steven E. Hayslette, Department of Biology, Tennessee Tech University, Cookeville, TN 38505; e-mail: shayslette@tntech.edu. Close Date: Until Filled.

Assistantship - A graduate student research assistantship is available to support a Ph.D. student in the Department of Renewable Resources. The successful candidate will investigate the relationship of fire to encroachment of rush skeletonweed into Wyoming big sagebrush communities of southwestern Idaho. This research project is a Research Joint Venture project between the USDA Forest Service, Rocky Mountain Research Station, Boise, Idaho and the University of Wyoming, Department of Renewable Resources, Laramie, Wyoming. Course work will be completed at the University of Wyoming during the academic year. The student will be stationed in Boise, Idaho during summer field work. Field research for this project requires extensive vegetative monitoring in remote areas where summer temperatures often exceed 90F. Required: Undergraduate degree and field experience in terrestrial plant ecology, weed science, fire ecology, botany, plant science, rangeland ecology, or closely related fields. Applicant must be energetic, able to take initiative and possess excellent written and interpersonal communication skills. Additional preferred skills: experienced in GPS, GIS, statistics, soils, and computer applications. M.S. in botany, rangeland ecology or related field desired for PhD applicants. Stipend for a Ph.D. student \$14,400 for the 9 month academic year. Additional summer stipend, tuition and continuous health insurance are also provided. Send 1) resume, 2) transcripts, 3) three letters of reference, 4) GRE scores and 5) a professional goals statement to Dr. Ann Hild, Box 3354, Department of Renewable Resources, University of Wyoming, Laramie, WY 82071. Direct inquiries to annahild@uwyo.edu. Formal application to the Graduate School (available online) will be required prior to admission to the program. Applications will be evaluated until a candidate is selected. Course work may begin as soon as summer, 2003. Close Date: Until Filled.

Assistantship - A graduate student research assistantship is available to support a M.S. or Ph.D. student in the Department of Renewable Resources. The successful candidate will investigate the relationship of weed encroachment to native species presence in northern and central Great Plains grassland communities. This research project is a funded by a national grant to the University of Wyoming, Department of Renewable Resources, Laramie, Wyoming. Course work will be completed at the University of Wyoming during the academic year. The student will be stationed in field invasion sites in Wyoming, Idaho and Colorado during summer field work. Field research for this project requires extensive vegetative monitoring in remote areas, and environmental growth chamber lab and greenhouse activities. Required: Undergraduate degree and field experience in terrestrial plant ecology, weed science, fire ecology, botany, plant science, rangeland ecology, or closely related fields. Applicant must be energetic, able to take initiative and possess excellent written and interpersonal communication skills. Additional preferred skills: experienced in GPS, statistics, soils, and computer applications. Candidates with interest and experience with genetic lab procedures or greenhouse grow-out experiments is preferred. M.S. in botany, rangeland ecology or related field desired for PhD applicants. Stipend for an M.S. student is \$10,062 and for a Ph.D. student \$14,400 for the 9 month academic year. Additional summer stipend, tuition and continuous health insurance are also provided. Send 1) resume, 2) transcripts, 3) three letters of reference, 4) GRE scores and 5) a professional goals statement to Dr. Ann Hild, Box 3354, Department of Renewable Resources, University of Wyoming, Laramie, WY 82071. Direct inquiries to annahild@uwyo.edu. Formal application to the Graduate School (available online) will be required prior to admission to the program. Applications will be evaluated until a candidate is selected. Course work may begin as soon as Fall 2003. Close Date: Until Filled.

Plant Physiological Ecologist - The Range Ecology Research Program at the Uvalde Research and Extension Center of the Texas A&M University System is looking for a

Post-Doctoral Research Associate to help lead studies on gas exchange and ecology of oak/juniper and mesquite communities. The candidate will participate in on going studies of the physical and physiological impact of trees in semiarid environments. The candidate will have the opportunity to work with existing data and to develop a field project within the general guidelines of the research program. The candidate will be expected to publish in peer-reviewed journals and to seek additional funding. This research program focuses on the gas exchange, interception, stemflow, and transpiration of juniper and oak trees over a wide geographic area in central Texas. The candidate should have familiarity with standard ecophysiological equipment and statistical analyses. The position is based at the Research and Extension Center in Uvalde (located 90 miles west of San Antonio) although the field sites are dispersed over a 170 mile range. Salary: Commensurate with experience and includes health insurance. Beginning date: May 2003. For more information contact: Dr. M. Keith Owens, 1619 Garner Field Road, Uvalde, TX 78801. (830) 278 9151 ext 128, e mail: m-owens@tamu.edu. Close Date: Until Filled.

Ecologist - The Southwestern University Department of Biology invites broadly trained Ecologists to apply for a one-year visiting appointment at the level of Assistant Professor to begin August 2003 and continue through the 2003-04 academic year. A Ph.D. in biology, or a closely related field, and a strong commitment to undergraduate teaching are required. Previous teaching experience with undergraduate students is preferred. The successful candidate will most likely teach Ecology and Environmental Science in the fall of 2003 and Evolution and Environmental Science in the spring of 2004. To apply: email a letter of interest, CV, and statements of teaching and research philosophies to shellerr@southwestern.edu. Close Date: Until Filled.

Ecological Modeler - A post-doc is sought to develop ecological models of the Apalachicola Bay ecosystem to couple with physical and chemical models for EPA-funded project. Qualifications: Expertise in population, habitat, landscape, or water quality modeling required. Salary \$40,000 per year, duration 2-2.5 years, available immediately. Positions open until filled. Send c.v., statement of research interests, reprints, and names and contact information for three references to Dr. Mark Harwell, Environmental Sciences Institute, Florida A&M University, Science Research Center 305-D, 1520 Bronough Street, Tallahassee, FL 32307-6600. Close Date: Until Filled.

Ecology Educator - The Long Term Ecological Research Network Office at the University of New Mexico, in collaboration with the San Diego Supercomputer Center, University of Kansas, and the National Center for Ecological Analysis and Synthesis, seeks a postdoctoral associate with interests in education, ecology and information technology. We are developing cutting edge technology for the integration, analysis, and synthesis of heterogeneous ecological data, and need an educator for community outreach and training. Training will take place in traditional workshop and tutorial settings, in an innovative annual workshop for new faculty, in web-based distributed graduate seminars, and via downloadable web resources. The position is located in Albuquerque, New Mexico and is fully funded for 3 years. Responsibilities: Development of educational resources and curricula for ecologists, field biologists, and environmental scientists, on the application of advanced information technologies to scientific discovery, research and teaching. Curricula development for, and teaching of, workshops, distributed graduate seminars, and tutorials. Web resources content development. Qualifications: PhD in Ecology, Education, IT, or related fields. Commitment to excellence in graduate/post-graduate education required; teaching experience preferred. Knowledge of scientific, ecological and/or high-performance computing preferred. To apply, please submit cover letter, CV/resume, and three references to: Deana Pennington, UNM Department of Biology, MSC03 2020, 1 University of New Mexico, Albuquerque, NM 87131-0001, or by email to dpennington@LTERnet.edu. Close Date: June 1, 2003.

Physiological Ecologist - Funds are available for a NASA-funded two-year postdoctoral position in the labs of Dr. Louise Lewis and Dr. Zoe Cardon at University of Connecticut, starting summer or fall 2003. We are seeking a postdoctoral associate to investigate photoprotection mechanisms and desiccation tolerance in unicellular green algae isolated from desert crusts of western North America. These algae belong to multiple, evolutionarily independent lineages of green algae that have made the transition from aquatic habitats to desert microbiotic crusts. Prior experience with chlorophyll fluorescence analysis is preferred; other experience with stress tolerance in algae would be welcomed, as would experience in phylogenetic analysis, sequencing, and other molecular approaches. Some specific experiments are already envisioned, but there is ample room for the postdoctoral associate to develop her or his own independent project(s) using green algal isolates. To apply, submit a CV, statement of research interests and accomplishments (including reprints), and names of three referees willing to provide recommendations to: Dr. Zoe Cardon, Dept. of Ecology and Evolutionary Biology, 75 N. Eagleville Road U-43, University of Connecticut, Storrs, CT 06269. Applications can also be sent by e-mail to zoe.cardon@uconn.edu. Close Date: June 1, 2003.

Marine Ecologist - Dauphin Island Sea Lab is seeking a postdoctoral marine scientist with experience in biological oceanography or marine ecology. This position will be funded for two years with the possibility of a one-year renewal. The successful applicant will pursue independent research but will also likely conduct collaborative research with one or more members of the DISL faculty. We seek an individual who complements our existing strengths and who will contribute to the intellectual atmosphere of the Sea Lab. The position comes with a competitive salary and benefits package, along

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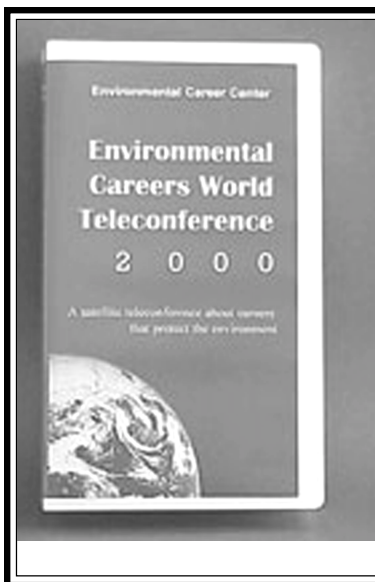
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with institutional support for travel and other essential research requirements. Applicants should send a curriculum vitae, a brief statement of research interests, 2-3 selected reprints, and the names and contact information (including email addresses) of three references to: Dr. Richard B. Aronson, Marine Scholar Search Committee, Dauphin Island Sea Lab, 101 Bienville Boulevard, Dauphin Island, Alabama 36528. Close Date: Until Filled.

Theoretical Ecologist - A postdoctoral fellowship is available for a NSF-funded project on consumer-resource dynamics. The objective is to develop theory for consumer-resource systems with multiple interacting species, with emphasis on how different modes of coexistence at the consumer trophic level influence temporal dynamics of the resource trophic level. The appointment is for two years starting in fall 2003. Applicants should have a Ph.D. in mathematical biology, theoretical ecology, applied mathematics or some related discipline, and have skills in both analytical and numerical approaches to population dynamics. Applicants should submit a CV, a statement of research interests and accomplishments, and three letters of recommendation to: Dr. Priyanga Amarasekare, Department of Ecology and Evolution, 1101 E 57th Street, University of Chicago, Chicago, IL 60637 (e-mail: amarasek@uchicago.edu, fax: 773-702-9740). Close Date: June 15, 2003.

Assistant Unit Leader -The Kansas Cooperative Fish and Wildlife Research Unit at Kansas State University invites applications for the position of Assistant Unit leader, with expertise in fisheries or aquatic ecology. The position is open to all qualified U.S. citizens. This is a permanent 12-month position with the Biological Resources Division, U.S. Geological Survey. The successful candidate will hold an appointment in the Division of Biology with a faculty rank commensurate with experience. Applicants must have an earned Ph.D. in Fisheries, Aquatic Ecology, or a closely related discipline. Postdoctoral experience or equivalent, a strong record of publication, the potential to secure extramural funding, the ability to supervise graduate students, and the capacity to collaborate successfully with state and federal fish and wildlife agencies are expected. The successful applicant will design, direct, achieve funding for, and conduct research related to applied aspects of fisheries and aquatic ecology with emphasis on warm-water systems common in the Great Plains. This position is primarily research with a teaching load of one graduate course per year and Unit administrative responsibilities. Potential areas of expertise include, but are not limited to, endangered species, introduced species, trophic interactions, invertebrate ecology, sport fish biology and production, or fish-habitat relationships in lentic and lotic systems. The successful candidate will have the opportunity to interact and collaborate with university faculty, and with personnel from state and federal agencies studying a wide range of aspects of aquatic ecosystems. Please visit the US Office of Personnel Management Website to view the job announcement and for application procedures. For more information concerning the nature of the position contact Dr. Philip Gipson, gipson@ksu.edu, 785-532-6070 or Dr. Walter Dodds, wkdodds@ksu.edu, 785-532-6998. Close Date: May 20, 2003.

Field Ecologist - The Department of Biology of the College of Staten Island/City University of New York (CUNY) seeks candidates for anticipated tenure-track position in field ecology (with interest or experience in ecosystems of the New York City area) at the rank of Assistant Professor beginning September 2003. Required: Doctorate in biology or related science, an active and productive research agenda, and a demonstrated commitment to research and teaching, the ability to collaborate with current faculty specializing in ornithology, herpetology, and botany is required; postdoctoral experience is preferred. Responsibilities include teaching undergraduate and graduate courses, including entry-level courses in general biology and/or anatomy and physiology, and engaging in an active and productive externally funded research program. Salary range: \$47,331 to \$61,111 commensurate with qualifications. Send letter of application, curriculum vitae, research and teaching statements, and the names, addresses, and telephone numbers of three references to: Professor Jacqueline LeBlanc, Chair, Field Ecology Search Committee, Department of Biology, College of Staten Island, 2800 Victory Boulevard, Staten Island, NY 10314. Close Date: Until Filled.

Aquatic Ecology Research Technician - The Cornell Biological Field Station announces the availability of one aquatic ecology research position beginning in June 2003. The position will involve field and laboratory work involving limnological studies of Oneida Lake and other New York waters. The successful applicant will assist in field data collection and analysis of water samples (for limnological variables such as chlorophyll, total phosphorus, nitrate nitrogen etc.), summarize data into a long-term database, carry out field investigations on Oneida Lake, New York, set-up of field and laboratory experiments, and interact with undergraduate interns, graduate students, and visitors. This person will also assist in the management of historical databases for not only Oneida Lake but also other New York lakes. This position provides an excellent opportunity for graduating seniors who wish to gain hands-on experience involving the ecology of aquatic ecosystems and who desire to use this experience before entering graduate school. Education: A bachelor's degree is required and a strong interest in aquatic ecology is preferred. Courses in limnology, general chemistry, statistics, and ecology and strong computer skills are desirable. Must be willing to work in a team setting. The successful applicant will be a full-time Cornell employee stationed at the Biological Field Station and will be eligible for Cornell health benefits. Housing on Field Station premises is available and initial appointment is for 1 year. The successful applicant will be located at the Cornell University Biological Field Station in Bridgeport, NY. Please send a letter of inquiry and a current resume to: Dr. Edward

L. Mills, Director, Cornell Biological Field Station, 900 Shackleton Point Road, Bridgeport, NY 13030. You may call at 315-633-9243 or e-mail at elm5@cornell.edu. CBFS website at <http://www.dnr.cornell.edu/fieldst/cbfs.htm>. Close Date: Until Filled.

Wetland / Environmental Scientist- Amy S. Greene Environmental Consultants, Inc., Flemington, New Jersey USA, Job Type: Full Time, For 17 years our well respected firm of scientists has specialized in ecological studies and environmental impact analyses for State and local environmental planning, and land use development projects including transportation, port, institutional, utilities, industrial and other private development projects. Qualifications: MS in Ecology or a related field or a BS plus experience. 5 years of experience in wetland delineation, permitting, habitat restoration, mitigation, NEPA documentation, and endangered and threatened species studies. Familiarity with New Jersey environmental permitting is a plus. Application Instructions: Please send a letter of interest, résumé and salary requirements to: Amy Greene, President, Amy S. Greene Environmental Consultants, Inc., 4 Walter E Foran Blvd Ste 209, Flemington NJ 08822-4666, Fax: 908-788-6788

Forestry, GIS & Natural Resources Positions

Analysts- Northbridge Environmental Management Consultants, Westford, Massachusetts USA, Job Type: Full Time, Background: Northbridge has immediate openings for Analysts in its Washington, DC and Westford, Massachusetts (Greater Boston-area) offices. Northbridge provides management consulting services on environmental issues, especially in the areas of financial and economic analysis, information management, training, and program management support. The firm's clients include the US Environmental Protection Agency, state and local governments, industry trade associations, and corporations. Responsibilities: Analysts assist senior staff on a wide range of projects including collecting and analyzing data on environmental finance; developing computer models and information systems to track financial and project data; providing implementation support for state and local environmental programs; performing telephone, internet, and survey research for economic and financial analysis; and developing training and outreach programs and materials. As part of a small firm, Analysts have a unique opportunity to work closely with clients and with Northbridge's senior staff who hold advanced degrees in public policy, finance, and engineering. Qualifications: Successful candidates are self-starters with strong quantitative and communication skills; demonstrated experience with Access and Excel; and programming experience with Visual Basic or similar languages. A basic understanding of environmental protection programs would be a plus. A Bachelor's degree in a related field is required. Northbridge will consider applicants with prior work experience as well as undergraduates in the class of 2003. Application Instructions: Please send a cover letter and résumé to: Kevin Dietly, Northbridge Environmental Management Consultants, 319 Littleton Rd Ste 208, Westford MA 01886-4100, Fax: 978-392-9725, E-Mail: kdietly@nbenvironmental.com (As Microsoft Word attachments) No telephone calls, please.

Green Building Consultant- Paladino and Company, Inc., Seattle, Washington USA, Job Type: Full Time, Background: Paladino and Company is an interdisciplinary team of architects, engineers, and analysts dedicated to a sustainable future. We are an industry-leading green building consulting firm based in Seattle, with a solid track record of producing outstanding and award-winning work on green building capital projects, development programs, and professional training. We work on a diverse range of projects for government, non-profit, and private sector clients, collaborating with multi-disciplinary teams of owners, developers, architects, engineers, contractors, and policy makers. We are currently hiring for the following position: Duties: We are seeking a design professional who can apply their interdisciplinary design expertise to a variety of green building projects. This team player is extremely well organized, possessing the ability to coordinate multiple capital projects including offices, schools, courts, and mixed-use facilities. The ideal candidate will have expertise in one or more of the following areas: Landscape architecture, site design, building and landscape integration, landscape materials (experience with master planning and GIS software a plus) Indoor environmental quality; space planning, daylighting, air quality, ventilation effectiveness Structural engineering, materials characteristics Sustainable materials, recycled non-toxic content, alternative manufacturing processes Required Skills and Experience 5-7 years registered professional experience, 2+ years project management experience in coordinating project teams, providing client service, and producing conceptual and analytical project documentation, Strong writing skills and ability to prepare and deliver oral presentations to individual clients and training seminars, Demonstrated career progression and interest in green building A sense of humor and a knack for showing initiative and innovation on the job, Compensation: Working in our fast-paced downtown green office, we offer interesting projects, competitive compensation and benefits, with participation in the equity of the firm for outstanding performers. Interested? Submit a letter of interest and resume to jobs@paladinoandco.com, For More Information, Please visit us at www.paladinoandco.com, No phone calls, please.

Associate Park & Recreation Specialist- California State Parks, Sacramento, California USA, Job Type: Full Time, Duties: As a member of various multi-disciplined design and construction teams, assist in identifying appropriate permits

needed to proceed with projects. Permits include, but are not limited to: Streambed Alteration Agreements (California Department of Fish & Game), U.S. Army Corps of Engineers Section 404 permits, Regional Water Quality Control Board or National Pollutant Discharge Elimination System permits, Section 7 and 10 consultation for incidental take permits with the U.S. Fish & Wildlife Service and the National Marine Fisheries Service, and Coastal Development permits. Assemble information and prepare permit applications, other correspondence and schedules for obtaining permits. Minimum Qualifications: Either I Experience: One year of experience performing the duties of a Park and Recreation Specialist, Range C. Or II Experience: Three years of increasingly responsible professional experience in planning, administrative or technical work in connection with the analysis, development and implementation of outdoor recreation plans and programs. And Education: Equivalent to graduation from college with any major, but preferably in environmental or urban planning, public administration, recreation, park management, or a natural resource-related field. Compensation: \$4301 - \$5228 per month, Application Instructions: Applications (Form 678) may be filed with: Department of Parks and Recreation, 1 Capitol Mall Ste 500, Sacramento CA 95814-3245, Form 678 can be downloaded from the web address below or obtained from most State offices. If you would like a copy of the position duty statement, please call 916-445-8930.

Park Ranger In-Training-29 position available, An opportunity with Washington State Parks and Recreation Commission, Statewide in Washington State, Salary- \$2,053-2,586 per month, Education Desired-College Graduate, Under supervision, assists higher level rangers in the administration, operation, maintenance, development, interpretation, education, visitor services and law enforcement of a state park. All Park Rangers hired after November 19, 1999 are required to carry a firearm as part of their duties. Candidates hired as Park Rangers In-Training will automatically advance to Park Ranger 1 after completion of the law enforcement academy, the Ranger Checklist and at least nine months of service. The law enforcement academy and Ranger Checklist must be completed within the first 12 months of employment. Requirements: A Bachelors degree with 24 quarter/18 semester hours in parks and recreation or a natural resource field (Anthropology, Archaeology, Biology, Botany, Chemistry, Conservation, Ecology, Environmental Science, Forestry, Geology, History, Horticulture, Natural Resources, Outdoor Recreation, Park Management, Physics, Recreation, Wildlife, Zoology, or other related fields.) Experience in a natural resource or outdoor recreation field will substitute year for year for education provided that 24 quarter/18 semester hours in parks and recreation or a natural resource field have been attained. Benefits: Health and dental insurance for you and your family, life insurance, long-term disability, retirement, sick leave, vacation leave, holidays. Housing is available at some parks. Screening: Applicants are required to pass a fingerprint background check, fitness test, polygraph, psychological examination, medical examination, and drug and alcohol screening. Out of state candidates will be required to travel to Washington State twice during the screening process. Non US Citizens must obtain an "Alien Firearm License" from the Washington State Department of Licensing. Contact: View the job announcement at <http://www.parks.wa.gov/jobs.asp> or contact hr@parks.wa.gov for an application packet.

Fire Lookout/Fire Crew-Bureau of Land Management, As a Fire Lookout, you will serve as a lookout at remote tower stations. You will observe, plot, and report fire starts, report locations, estimate size, and fire behavior. You will interact with fire suppression crews and dispatch them through radio communications. On Fire Crew, you will serve as a crewmember or leader of a fire suppression crew, building fire lines using pulaskis, shovels and chainsaws to control spreading wildland fire. You will also patrol areas of controlled fires and search out and extinguish any remaining burning material. Finally, you will observe, collect, and preserve evidence of the cause of fires. Fire Lookout positions are filled at the GS-2 and 3 levels. Apply for these positions on the Federal government's on-line job service. (Link directly to BLM's page on usajobs) After a few seasons of wildland firefighting, you can progress to a number of other occupations.

Hotshot Crew-Bureau of Land Management, As a Hotshot, you will serve as a crew member or leader of a 20-person organized interagency (BLM and other Federal organizations such as the Forest Service, National Park Service, Fish and Wildlife Service and Bureau of Indian Affairs) fire suppression crew building firelines, conducting burn out operations, and mopping up after the fire using chainsaws and hand tools such as pulaskis and shovels. Your crew will be made up of temporary and permanent personnel. Hotshot crews draw specialized assignments that reflect their higher levels of experience and training, and they're often dispatched nationwide to larger fires. Temporary seasonal Hotshot crew positions are filled at the GS-2, GS-3, GS-4 and GS-5 levels from the Fire Crew announcements described above. Permanent fire crew positions require wildland land firefighting experience or directly related college education.

Fuels Module Crew- Bureau of Land Management- Fuels Module Crewmember positions are filled at the GS-4 and GS-5 levels and require wildland firefighting experience. Apply for these positions on the Federal government's on-line job service. Helitack Crew- Bureau of Land Management, As a Helitack crewmember, you will serve as member or leader of a wildland fire suppression crew, which specializes in helicopter operations. Helicopter operations may include loading helicopter cargo and completing manifests of crews and equipment being transported. You may land at/or near a

fire or rappel from a hovering helicopter in remote area to construct helispots or to initial attack fire. You will build firelines using hand tools, chainsaws and support equipments. Temporary Helitack Crew positions are filled from Fire Suppression announcements at the GS-5 and GS-6 level. Permanent Helitack Crew positions require wildland land firefighting experience or directly related college education, and are advertised on the Federal government's on-line job service.

Smokejumper- Bureau of Land Management, As a Smokejumper you will be a member of an elite corps of specialized firefighters or leaders who parachute into remote areas for initial attack of wildland fire. You will maintain fire equipment and inspect and pack parachutes. You must be self-reliant and be able to work in both small groups and as part of larger organized crews. You must be in outstanding physical condition and have prior wildland firefighting experience. Temporary Smokejumper positions are filled at the GS-5 and GS-6 level. Permanent Smokejumper positions are filled at grades GS-5 and GS-6 levels, with leadership positions filled at the GS-7 level. These positions require wildland land firefighting experience, and are advertised on the Federal government's on-line job service.

Fire Prevention- Bureau of Land Management, As a Fire Prevention Officer, you will establish contact with forest users, visitors, and local residents. You will inform the public of fire danger, advise of precautions to prevent destructive fires, and explain the laws and regulations. Fuels Prevention Officer positions are filled at the GS-7 level and require both wildland firefighting experience and experience one of the more complicated positions such as a Smokejumper or in a leadership position. Apply for these positions on the Federal government's on-line job service.

Field Data Collection (Entry Level)-Location: Connecticut, Osmose Utilities Services Inc., is a leading provider of reliability and asset management for electric and telecommunication utilities. Osmose Utilities Services Inc. has been in the utilities business since 1934 and we are a fast growing GIS/GPS provider that offers individuals the room for advancement. The project that is currently being worked on is in Connecticut. All hired individuals will be collecting GPS/GIS data on utility poles throughout the state of Connecticut. (You will never be required to climb a utility pole) We will be using a combination of Trimble and Compaq hardware for data collection. Please visit our web site at www.osmose.com. You can find information about the software we will be using at www.coherentnetworks.com. Please note that while there is room for advancement in Osmose Utilities Services Inc this particular position is for ENTRY level Field Data Collection. I do not want to discourage anyone from applying I just want everyone to be clear that this is not a GIS office position. The project will run until about April 2004 depending on a variety of factors. After the term of this project there will be continued work available with Osmose Utilities Services Inc., but it may require relocation and/or additionally training. Starting base wage is \$11/Hr and there are productivity and quality pay incentives. An "average" data collector has the potential to make between \$13-17/Hr. All hired individuals will be expected to: 1) Have a valid driver's license with a safe driving record. 2) Maintain Osmose's safety and quality expectations. 3) Work a minimum of 40 productive hours per week, including Saturday if necessary to achieve a minimum of 40 productive hours. 4) Be highly motivated and able to work independently as well as part of a team. 5) Be willing and able to travel throughout the state of Connecticut if necessary. This is a full time job, which can lead to a permanent position with benefits. There is room for advancement. A valid driver's license, with a clean driving record, is a must. Please e-mail Rick at OsmoseGISCT@aol.com for further details. Please, send a resume to this e-mail address, put "CT - Field Data Collection Technician" in the subject line.

Geo-Spatial Engineer- Keyhole, Mountain View, CA, Application Deadline: 2003-06-15, Description: Interested in helping us build the world? Do you naturally work well in a fast-paced start-up team environment? Does working against deadlines while maintaining focus, self-motivation and a positive attitude motivate you? Keyhole has mastered the difficult task of fusing massive vector, image and point of interest datasets into a multi-terabyte 3D model of the globe, compiling this data into a scalable server environment, and delivering this data using patent-pending technology to PCs, PDAs, set-top boxes and wireless devices. Keyhole's proprietary software enables a new world of rich mapping opportunities across multiple industries. As Keyhole continues to gain market momentum, we continue to search for the best talent to compliment our cutting-edge forward thinking team of engineers. Currently we have the following open positions:

Senior Geo-Spatial Engineer (full-time)- A senior level engineer focused on improving our current data processing tools. All candidates must have a minimum of 5 years C++ and Linux experience and expert knowledge with designing and building code using geo-spatial data. Strong object oriented coding skills is a must. Experience with different Open GIS protocols, working with large data sets and fluency with Vector, Image and/or Terrain data is also required. Must be adept at developing and using GIS tools including reprojection, mosaicing, color balancing and other such image processing tools. Familiarity with QT toolkit is a plus. U.S. citizenship is required. No relocation package offered. Interested candidates should send their resumes to jessica.posada@verizon.net. They should be attached as a word document. No phone calls please. Organization: Heritage Conservancy, Title: GIS Specialist, Location: Doylestown, PA, Since our inception in 1958, Heritage Conservancy, a non-profit membership organization, has established itself as an innovative regional leader in land conservation and historic preservation. We employ innovative conservation strategies and cutting-edge technology in order to make sound, responsible resource protection decisions for

the people, the land, and the communities of our region. The position requires a BS/BA in Geography, Geo-Science, Planning, Computer Science or a related field with an emphasis or coursework in GIS. Proficiency with ArcView GIS and MS Office in a Windows (95/98/NT/2000) environment. Working knowledge of ARC/INFO, AutoCAD Map, GeoMedia, and/or Trimble GPS products. Working knowledge of a digitizing table and large format plotters. Strong mapping and cartographic skills that include digitizing and plotting. Familiarity with RDBMS programs and database creation. Good oral, written, interpersonal and team-oriented skills. Salary commensurate with experience, excellent benefits including medical, dental, life insurance, vacation & sick time and company matched 401(K). For more information or to submit a resume (MS-Word, Acrobat), please contact Gary Bowles, GIS Manager via e-mail gbowles@heritageconservancy.org

GIS Technician- Geo Information Services JV, Location: Maryland, A direct position in GIS data enhancement and maintenance using ESRI and custom GIS software. Evaluate, edit and check street centerline, hydrology and other data layers (graphics and attributes), using custom map production tools. Work environment: MS 2000 servers running ArcGIS 8.x (workstation and desktop), ArcView 8.x, Arc SDE, ArcIMS, Oracle Spatial, SQL Server. May include Intergraph Microstation and AutoCAD MAP. Minimum Requirements: Bachelors Degree in Geography, Civil Engineering, Planning or related field. 2 years computer mapping experience. 2 years working with ArcInfo and ArcView GIS software. Some knowledge of civil engineering, cartography, surveying and drafting. Good organizational and communication skills. Special consideration will be given to candidates with additional experience or job skills. Local candidates only. NO H1 SPONSORSHIPS. This position does not support travel or relocation cost. Please send your resume to techjobs@gisjv.com or fax to (703) 317-0962.

GIS Analyst and Senior GIS Analyst- US Infrastructure, Inc. (USI), Location: Atlanta, GA, US Infrastructure, Inc. (USI) is seeking a GIS Analyst and a Senior GIS Analyst for its Atlanta, Georgia office. Both positions require good communication skills; ability to work independently as well as in a team setting; and strong knowledge and understanding of GIS software implementation, GIS data development, regional databases, systems integration, and GIS concepts. A degree (Bachelor's or higher) from an accredited, four-year college or university with major course work in GIS, computer science/information management, geography, planning, environmental science, or engineering is required. GIS Analyst position should be filled by an individual with 2-3 years experience in the GIS field and Senior GIS Analyst position should be filled by an individual with 3-5 years experience in GIS. Analyst will be responsible for working with various GIS data formats including geodatabases, coverages, shapefiles, and engineering files. Analyst will be responsible for data entry, digitizing, data conversion and realignment, development of metadata, Quality Assurance/Quality Control, and field collection of data by GPS and other means. Senior Analyst will be responsible for similar tasks with additional responsibilities of task management, client communication, application/customization development, and generally greater project/task responsibility. Successful candidates will have experience and knowledge of the following: • ESRI GIS software including ArcGIS 8.x and ESRI product extensions • Web programming (ArcObjects, MapObjects, Visual Basic, ArcIMS, HTML, JAVA) • Database software including Oracle, Access, ArcSDE • Engineering softwares such as Microstation and AutoCAD • GPS data collection equipment and software • Industry standards for metadata USI provides a competitive salary commensurate with experience and excellent benefits, including 401(k), flexible spending accounts, vacation and sick time. Please submit resume with position preference and salary requirements to: Hamid Raissian at raissianh@usinfrastructure.com or Katherine Moore at moorek@usinfrastructure.com

GIS Analyst- Millennium Technical Contracting, Inc., Chicago, IL. The ideal candidate will have a solid work history in GIS technologies and a minimum of 3 years experience using and customizing ESRI GIS products. We are looking for individuals with tangible examples of cartographic analysis and output with testing and development of VB applications for GIS being a plus. Experience in ArcGIS, ArcSDE, Avenue, or relational-database programming (SQL, ACCESS) is also desired. Additional tasks will include spatial analysis, data management, and interfacing GIS with relational databases. A Bachelors degree in computer programming, engineering, geography, or environmental science is required. Salary \$50K - \$60K + benefits and relocation. -Due to the nature of the work, US citizenship is required for this position. -Please submit your resume in word format to jeff@mtc2kinc.com - Please direct questions to 262-253-1416.

LIDAR Data Analyst- MD Atlantic Technologies, Huntsville, AL., LIDAR Data Analyst to perform data processing, manipulation and archiving of LIDAR data. Position requires: ability to handle complex projects, understanding of concepts of spatial point data, ability to perform reports, statistics, document preparation, data management, data analysis, etc. College Graduate in related field (Remote Sensing, Surveying), or; three years related experience. Position may require travel for extended periods of time. Send Resume to Job 2003-07, 2227 Drake Ave. SW, Bldg 14, Huntsville, AL 35805; fax 256-882-7774; or hr@atlantitech.com.

GIS Imagery Analyst, II- TITAN Corporation, Melbourne, Florida., Successful candidates will work in a team environment performing imagery analysis and feature extraction in support of Geodatabase generation. Duties include: -Production of digital cartographic products using state-of-the-art softcopy extraction systems -Providing of technical support in producing digital feature data, Digital Elevation Models (DEMS), Digital Terrain Elevation Data (DTED), and other digital cartographic products Minimum

required: -BS Geography, Geology, Earth Sciences, GIS or related field, relevant experience may be substituted -2-4 years of experience producing vector data over 2D or 3D software images- Experience in Image Interpretation -Ability to work as a member of a team- Must be able to obtain a DOD Secret clearance -Willingness to work second shift if required Desired: -Experience with Softplotter, Microstation, ESRI ArcInfo -Familiarity with VMAP2 and feature data extraction -Knowledge of databases helpful -Experience with NIMA or other DOD geospatial and imagery analysis activities Submit resumes to: E-mail: GISJobs@titan.com, Fax: 703-383-4090

Geospatial Analyst- American Forests, Washington DC., American Forests, the nation's oldest non-profit citizens conservation organization, seeks a Geospatial Analyst to support its Urban Forest Center. This is an entry-level position. The position requires some familiarity with GIS and experience with public speaking, teaching, and client project management. Spoken and written communication skills in a technical context as well as attention to detail, poise, and confidence are crucial components of this position. As a member of a team of analysts the Geospatial Analyst will have three principle duties: -Project Support: S/he will evaluate the benefits provided by past, current or projected vegetation levels, or assess benefits provided under modeled scenarios and generate reports of the analyses for client municipalities, agencies and foundations. The findings of these analyses are designed to address public policy concerns. The Geospatial Analyst will prepare these findings in a written report; thus the candidate needs to have an ability to understand, evaluate, and communicate scientific information to a general audience. -Project Management: She/he will work with other members of the Urban Forest Center and manage the flow of a project from start to finish. The candidate must be well-organized, pay attention to detail, be able to work with clients and structure time well. -Technical support: S/he will respond to requests for technical support for CITYgreen, a proprietary GIS software developed to assess the benefits of trees and forests. CITYgreen is an extension to ArcView GIS v3.x and ArcGIS v8.x software. S/he will also deliver software training to clients at customer sites requiring some travel within the United States and represent the organization at conferences and meetings. Candidate must possess public speaking and teaching abilities. S/he will also gain experience in a variety of GIS and/or image processing related tasks possibly including but not limited to the following: Spatial and/or geostatistical analysis, Integration of imagery and GIS data, Generation of standard and custom map products, Digitizing 3D terrain modeling Multispectral image processing Visual image interpretation, Programming (Avenue, VBA, etc) in a GIS environment. Requirements: - Undergraduate degree in an appropriate field such as natural resources, earth science, geography, or Geographic Information Systems (GIS). - Excellent writing and communication skills and the ability to use ESRI and Microsoft resources, Adobe software and/or related tools to draft and design technical reports, graphic illustrations, maps and posters, etc. -Experience with teaching, public speaking, and or working with clients. Benefits: -American Forests offers generous health, dental, and 401(K) plans. -Salary dependent on experience. For more information about AMERICAN FORESTS, visit our website at www.americanforests.org Send cover letter and resume to gis_analyst@amfor.org. Include 'Geospatial Analyst' in the subject line or your correspondence may be overlooked.

Field Crew Leader - Position # STE/LCTA/5/28/03. Field Crew Leader (Research Associate II) position available with the Center for the Environmental Management of Military Lands to be assigned at Fort Stewart, Georgia, to provide field support for the U.S. Army Integrated Training Area Management (ITAM) Program. Position contingent upon the availability of funds. Minimum Requirements: BS/BA in forestry, botany, applied ecology, natural resources management, biology, or closely related field. Ability to work outdoors under adverse field conditions. Desirable: Field experience with identification of flora of the southeastern United States. Experience with Land Condition Trend Analysis methodology and/or other land condition survey methods. Experience with GPS navigation and data collection. Excellent written and oral communications skills. Experience with personal computers, MS Office word processing, spreadsheet, database, and presentation software and Geographic Information Systems. Responsibilities: Monitor vegetation and land-use permanent plots using Braun-Blanquet method. Establish special-use plots to monitor military land disturbance using SRP method. GPS data collection and navigation. Use ArcView GIS to produce maps of project areas and collect information on areas of interest. Data entry and analysis. Identification of unknown plant specimens from Ft. Stewart. Preparation of reports and presentations. Salary range \$28,000-\$32,000. Prospective candidates should send (1) a letter of application noting the position number and responding to each of the qualifications; (2) resume; (3) one copy of transcripts from each college attended and documentation of degree conferral; and (4) list of names, addresses, and telephone numbers of four current or former supervisors to: Mrs. Mary Huwa, CEMML, Colorado State University, 1490 Campus Delivery, Fort Collins, CO 80523-1490. Close Date: May 28, 2003.

Fire Ecology Assistantships (M.S. and Ph.D.) - The Rangeland Ecology and Management Program is currently conducting fire ecology research across the Southern Great Plains. This research is focused on the role of heterogeneity in regulating the effects of fire in grassland and shrubland ecosystems. The research is funded by grants from USDA and The Nature Conservancy. The focus of student research could include the role of grazing-fire interactions, fire effects on biological diversity, and rangeland productivity. For more information contact: Dr. Samuel D. Fuhlendorf (fuhlend@okstate.edu) or Dr. David M. Engle

(dme@mail.pss.okstate.edu), Phone: 405/744-6410. Close Date: Until Filled.

Forestry Aid/Forestry Technician - GS-0462-02/04. Location: Wayan, ID. Announcement Number: TVA-02-127. Salary: \$18,584 - \$22,762 per year. Duties: The incumbent of these positions performs duties which involve varied work in wildland fire control such as fire engine crew member, helitack, smokejumper, air attack, prevention, detection, logistical support, dispatching, etc. Incumbent may perform as a first-line supervisor (crew boss) on large fires and/or support projects. Operation and maintenance of various hand and power tools is required. Most positions will require the operation of motor vehicles. Work is routinely performed in mountainous terrain conditions. Education/Experience: Two seasons of general experience PLUS one season of specialized experience. Specialized experience is experience involving some combination of work characteristic of fire suppression and/or suppression duties. Emergency firefighter experience is given full credit. Credit will also be given to urban firefighters where wildland fuels were involved. A season of experience is considered to be a fire season of continuous employment from three to six months. Shorter periods may be combined to make a season, provided a total of at least three months' experience is obtained. For any period where the work exceeds six months, the excess work is credited toward an additional season of experience. For additional information about this position please contact: (208) 237-6615. Close Date: May 31, 2003.

Range Technician - GS-0455-02/05. Position Number: FWS3-03-DD021. Location: Middle River, MN. Salary: \$9.42 - \$15.39 per hour. Duties: Incumbent serves as a trainee firefighting crew member and performs duties related to prescribed burning and wildfire suppression and preparedness. These duties include, but are not limited to service as a firefighter or engine operator during prescribed burning and wildfire suppression activities, conducts regular maintenance and repairs on various equipment such as fire engines, tractors, mowers, and chain saws, serves as crew member during fire break preparation which involves rock removal, mowing, trimming, tree and brush removal. Incumbent has the potential to assist other refuges throughout the nation with prescribed burning and wildfire suppression. When not involved with fire related activities, the incumbent provides assistance in conducting natural resource related project work on behalf of the service. Education: Applicant must have one season of general experience with no specialized experience or graduate from a full 4 year or senior high school may be substituted in full for the experience requirements. For additional information about this position please contact Larry Anderson at (218) 449-4115. Close Date: September 30, 2003.

Fire Management Technician (3 Positions) - Little Rock, AR. The Fire Management Technician travels extensively as part of a crew responsible for preparation and implementation of prescribed fire at various nature preserves and management areas. This position also includes conducting a variety of stewardship activities for a mine reclamation and restoration project on private corporate land. This position requires long and irregular hours, cooking and sleeping under rustic conditions, with extensive outdoor physical labor under adverse conditions. The Fire Management Technician is supervised by the Stewardship Ecologist and supervises no staff. Education: Excellent physical conditioning. Must be able to pass physical fitness test within one month of start date-walk with 45 lb. pack for three miles in less than 45 minutes. Good verbal communication skills. Ability to work well with a variety of people in stressful conditions and to carefully follow assignments. Willingness to cook and sleep in rustic conditions; willingness to provide own sleeping bag and tent. Willingness to travel throughout eastern Arkansas for up to five days at a time. Ability to perform the safe operation of 4x4 pickups, trailers, ATVs, chainsaws and hand tools. First Aid/CPR certification helpful. A strong interest in the management of natural areas. Send resume, letter of application, and a list of three references (with phone numbers) to: The Nature Conservancy, Attn: Human Resources, 601 North University Avenue, Little Rock, AR 72205. Phone: (501) 614-5095. Email arkansas@tnc.org. Close Date: Until Filled.

Research Faculty - We are seeking a scientist with expertise in the modeling of chemical and biogeochemical processes in the ocean. The Division of Marine and Atmospheric Chemistry at the Rosenstiel School has 17 faculty who carry out research on topics such as: investigation of the rates of ocean processes and their influence on climate, using anthropogenic and naturally occurring geochemical tracers; laser-based spectroscopy as applied to aqueous and gaseous phases; photochemistry; application of physical chemistry to natural waters including the CO2 system; microbial transformation of compounds in the marine environment; atmospheric chemistry, air/sea exchange and reaction kinetics of trace gases; modeling of the transport and chemical transformation of atmospheric constituents; aerosol chemistry and global atmospheric transport; marine biogeochemistry of the major elements. The Division has strong research ties to the Divisions of Meteorology and Physical Oceanography and Marine Biology and Fisheries, and to the Atlantic Oceanographic and Meteorological Laboratory of NOAA. Ocean modeling expertise within the Rosenstiel School is extensive (http://oceanmodeling.rsmas.miami.edu), including the Miami Isopycnic Coordinate Model (MICOM) and the HYbrid Coordinate Ocean Model (HYCOM). HYCOM is the core component of a National Ocean Partnership Program (NOPP) effort to develop a global real-time ocean forecast system (http://hycom.rsmas.miami.edu). There is also a strong atmospheric modeling component including regional and global coupling to MICOM and HYCOM. Ph.D. in chemistry, marine geochemistry, oceanography or related field is required. The successful candidate will be expected to develop an externally funded research program and to

publish in refereed journals. A curriculum vitae, a summary of research experience and goals, and the names / addresses / phone numbers of three references should be sent to Modeling Faculty Search Chair, Division Marine and Atmospheric Chemistry, Rosenstiel School of Marine and Atmospheric Science, 4600 Rickenbacker Causeway, Miami, FL 33149 USA; (305) 361-4731. Close Date: June 1, 2003.

Forestry Aid/Forestry Technician - GS-0462-02/04. Location: Othello, WA. Announcement Number: TVA-02-123. Salary: \$18,026 - \$22,078 per year. The incumbent of these positions performs duties which involve varied work in wildland fire control such as fire engine crew member, helitack, smokejumper, air attack, prevention, detection, logistical support, dispatching, etc. Incumbent may perform as a first-line supervisor (crew boss) on large fires and/or support projects. Operation and maintenance of various hand and power tools is required. Most positions will require the operation of motor vehicles. Work is routinely performed in mountainous terrain conditions. Qualifications: Two seasons of general experience plus one season of specialized experience. Specialized experience is experience involving some combination of work characteristic of fire suppression and/or suppression duties. Emergency firefighter experience is given full credit. Credit will also be given to urban firefighters where wildland fuels were involved. Seasonal experience: A season of experience is considered to be a fire season of continuous employment from three to six months. Shorter periods may be combined to make a season, provided a total of at least three months' experience is obtained. For any period where the work exceeds six months, the excess work is credited toward an additional season of experience. For Additional Information and Application Materials, Contact the Station at 509-488-3140 or Refuge Headquarters at 509-488-2668. Close Date: September 30, 2003.

Field Crew Leader - The Starr Ranch Sanctuary in southeast Orange County, CA solicits applicants for a position as field crew leader with our artichoke thistle control and grassland/coastal sage scrub restoration project. This research-based program aims to control the invasive grassland species, Cynara arduunculus (artichoke thistle), without chemicals and restore to native habitat. Responsibilities will include supervision of field assistants (4-5) who help with research, invasive plant species control, and restoration and also, occasionally, a field crew (3 - 6) who do mechanical weed removal. Will work on mechanical and physical control of artichoke thistle and all aspects of invasive species control and restoration including physical control of other invasive species, native seed collection, seed and plug planting, experimental tests of weed removal and restoration techniques, and quantitative monitoring. Will supervise data collection, entry, and storage and help summarize data on biology and ecology of artichoke thistle and other invasive species and various aspects of weed control and restoration. Will be responsible for efficient operation of weed control, restoration, and data collection activities; ensuring rigorous implementation of protocols; and maintaining high standards of data collection. Will help manage native plant nursery. Must have basic mechanical skills for care and maintenance of equipment and be willing to operate a tractor and similar heavy equipment. Experience in plant sampling in the field is essential. One year position starts September, 2003 - end of August, 2004. Possibility of renewal. Opportunity to live on our 4000 acre Sanctuary. Salary: \$400 - 450/week, depending on experience, plus housing (communal) and benefits. Qualifications: College graduate with ecological, biological, or conservation background who seeks research, weed control, restoration, and leadership experience. Must be enthusiastic about plant field work, organized, and have plant sampling and some supervisory or leadership experience. To Apply: Send cover letter stating career goals, résumé, and three letters of recommendation to: Dr. Sandy DeSimone, Director - research and education; 100 Bell Canyon Road, Trabuco Canyon, CA 92679; (949) 858-0309; fax (949) 858-1013. For more information: sdesimone@audubon.org. Close Date: Until Filled.

Western Arkansas Fire Management Crew Leader - The Fire Management Crew Leader will work with the conservation staff in implementing the Arkansas Field Office Fire Management Program for sites in western Arkansas. The Crew Leader will be responsible for leading and coordinating the prescribed burn crew during non-fire days. Activities including staging, transportation, and equipment procurement and maintenance. The Crew leader also supervises the crew in activities associated with monitoring, restoration and stewardship activities on TNC state and federal lands. This position may require long and irregular hours with extensive outdoor physical labor under adverse conditions. The Crew Leader will coordinate the activities of a four-person prescribed burn crew. Education: BA/BS in Biology, Ecology, Natural Sciences, Forestry or related field. Demonstrated leadership ability and experience supervising field personnel in stressful situations. Experience with prescribed burning preferred. Ability to obtain S130/S190 NWCG certification. Excellent physical conditioning. Must be able to pass physical fitness test within one month of start date - ability to walk with 45 lb. pack for 3 miles in less than 45 minutes. Ability to perform hard, physical work for extended and irregular periods, under adverse conditions in all extremes of weather. Demonstrated aptitude and experience with the safe operation and maintenance of a wide variety of equipment including (but not limited to): 4 x 4 trucks, ATVs, boats, trailers, pumps, small engines, chainsaws, brush-cutters, leaf blowers and hand tools. Willingness to travel extensively throughout the state and work irregular hours as needed. Position will include regular overnight and weekend travel, frequently camping. A strong interest in the management of natural areas and the conservation of biodiversity. Base Salary: \$10.00 / hr. Send resume, names of three references (with phone numbers), and cover letter to: McRee Anderson at arkansas@tnc.org. Close Date: Until Filled.

Environmental Engineering/Science

Water Resource Engineer/Scientist (2 positions) - These are entry level, growth-oriented opportunities to work closely with senior engineering and scientific staff on a variety of water resource and environmental projects in Sacramento, CA. These positions will work closely with senior technical and environmental staff providing technical support on a wide variety of water resource related issues. Typical issues are in the areas of, reservoir operations (especially CVP/SWP system operations), hydrology, hydropower operations, Bay-Delta hydrodynamics, reservoir and river temperature, biological processes, water quality, and geomorphology. Specific duties of these positions will include: Assist in development and implementation of appropriate analytical approaches to defined problems with heavy emphasis on computer model development and application; Perform research into availability and suitability of data and analytical techniques; Develop spreadsheets and/or programs for data manipulation and preparation; Perform less complex technical analysis; Prepare analyses of results from technical studies for inclusion in project documentation; Review technical sections of environmental documentation to ensure that analysis was properly presented. Qualifications: BS/MS in Civil/Environmental Engineering, hydrology or related discipline and 0-3 years experience in California water resources. Strong writing and computer based analytical skills, esp. water resource modeling applications, are required. Knowledge and experience with CEQA/NEPA, ESA, and California water resource systems a plus. Send cover letter and resume via regular mail or e-mail to: William Smith, Principal Engineer, SWRI, 2031 Howe Avenue, Suite 110, Sacramento, California 95825; Email: smith@swri.net. Close Date: Until Filled.

Environmental Engineer - GS-0819-05/07. Location: Louisville, KY. Announcement Number: NC-DEU-03-633. Salary: \$29,559 - \$36,615 per year. Duties: Incumbent will receive rotational assignments and formal classroom training to refine skills in varied areas requiring the application of the principles, methods, and techniques of engineering concerned with facilities and systems for controlling pollution and protecting the quality of resources and the environment. Education: A degree in Professional Engineering or an equivalent combination of education and experience, along with professional registration as an engineer. For additional information about this position please contact Shirley Margan at (309) 782-6230. Close Date: September 30, 2003.

Engineer - GS-0810-11/12. Location: Farmville, VA. Announcement Number: NRCS 02-606B. Salary: \$47,240-\$51,624. Duties: At the full performance level, the incumbent is responsible for providing staff assistance to the State Conservation Engineer (SCE) and appropriate agency field managers on projects ranging from complex projects in karst areas to complex animal waste storage facilities with concrete tanks and reinforced concrete retaining walls. Additional responsibilities include designing and/or review of field designed and installed practices such as diversions, waterways, and on-farm erosion control structures installed as part of the Conservation Operations Program. Education: Bachelor's or higher degree obtained from an accredited college or university that included a major in engineering. For additional information about this announcement, contact David Glatt at the OPM Norfolk Service Center at (757) 441-6133. Close Date: October, 9, 2003.

Environmental Engineer - GS-0819-05/07. Location: Sacramento, CA. Announcement Number: NC-DEU-03-632. Salary: \$30,471 - \$46,461 per year. Duties: Incumbent will receive rotational assignments and formal classroom training to refine skills in varied areas requiring the application of the principles, methods, and techniques of engineering concerned with facilities and systems for controlling pollution and protecting the quality of resources and the environment. Education: Degree in Professional Engineering. To be acceptable, the curriculum must: (1) be in a school of engineering with at least one curriculum accredited by the Accreditation Board of Engineering and Technology (ABET) as a professional engineering curriculum. In addition to meeting either the basic requirement, the candidate must have one year of professional Environmental Engineering experience comparable in difficulty and responsibility to GS-5 level work in the Federal service. For additional information about this position please contact Shirley Margan at (309) 782-6230. Close Date: September 30, 2003.

Environmental Engineer - GS-0819-05/07. Location: Anniston, AL. Announcement Number: DEU-02-3653. Salary: \$29,559 - \$45,066 per year. Duties: Incumbent will receive rotational assignments and formal classroom training to refine skills in varied areas requiring the application of principles, methods, and techniques of engineering concerned with facilities and systems for controlling pollution and protecting the quality of resources and the environment. Education: A degree in Professional Engineering or an equivalent combination of education and experience. For additional information about this position please contact Shirley Margan at (309) 782-6230. Close Date: September 30, 2003.

Geologist - GS-1350-05/07. Announcement Number: NC-DEU-03-647. Location: Savannah, GA. Salary: \$25,467 - \$44,936 per year. Duties: Receives formal classroom and on-the job training designed to enhance the incumbent's existing

familiarity with the principles and theories of geology and to develop a fuller knowledge and understanding of geology, and the application of these principles and knowledge to a variety of scientific, engineering, and economic problems. Education: A degree in geology; plus 20 additional semester in hours in any combination of mathematics, physics, chemistry, biological science, structural, chemical, civil, mining or petroleum engineering, computer science, planetary geology, comparative planetology, geophysics, meteorology, hydrology, oceanography, physical geography, marine geology and cartography. For additional information about this position please contact Shirley Margan at (309) 782-6230. Close Date: September 30, 2003.

Geologist - GS-1350-05/07. Location: Savannah, GA. Announcement Number: NC-DEU-03-647. Salary: \$24,701 - \$30,597 per year. Duties: Receives formal classroom and on-the job training designed to enhance the incumbent's existing familiarity with the principles and theories of geology and to develop a fuller knowledge and understanding of geology, and the application of these principles and knowledge to a variety of scientific, engineering, and economic problems. Education: A Degree in geology, plus 20 additional semester in hours in any combination of mathematics, physics, chemistry, biological science, structural, chemical, civil, mining or petroleum engineering, computer science, planetary geology, comparative planetology, geophysics, meteorology, hydrology, oceanography, physical geography, marine geology and cartography. For additional information about this position please contact Shirley Margan at (309) 782-6230. Close Date: September 30, 2003.

Environmental Engineer - GS-0819-05/07. Location: Memphis, TN. Announcement Number: NC-DEU-03-633. Salary: \$29,559 - \$36,615 per year. Duties: Incumbent will receive rotational assignments and formal classroom training to refine skills in varied areas requiring the application of the principles, methods, and techniques of engineering. Education: Applicants must have a degree in professional engineering or an equivalent combination of education and experience, along with professional registration as an engineer. For additional information about this position please contact Shirley Margan at (309) 782-6230. Close Date: September 30, 2003.

Environmental Engineer - GS-0819-13/14. Location: Lakehurst, NJ. Announcement Number: LAK-OC-0026. Salary: \$59,409 - \$91,265 per year. This series includes professional positions in the field of mechanical engineering typically requiring the application of thermodynamics, mechanics, and other physical, mathematical and engineering sciences to problems concerned with the production, transmission, measurement, and use of energy, especially heat and mechanical power. This series includes positions that involve professional engineering work to protect or improve air, land, and water resources in order to provide a clean and healthful environment. Such work requires the application of (1) professional knowledge of the principles, methods, and techniques of engineering concerned with facilities and systems for controlling pollution and protecting quality of resources and the environment, and (2) an understanding of and the ability to utilize pertinent aspects of chemistry, biological sciences, and public health that pertain to the control or elimination of pollutants. Education: All eligibility and qualification requirements must be met by the referral date. Applicants must meet time in grade requirements as described by 5 CFR 300 Subpart F. Positions in this series may include individual occupational requirements or positive educational requirements. Please refer to OPM Qualification Standards Operating Manual for General Schedule positions Part III Index at <http://www.opm.gov/qualifications/index.htm>. For additional information about this position please contact HRSC-NE at (215) 408-4433. Close Date: September 30, 2004.

Biogeochemist - Department of Environmental and Resource Sciences, University of Nevada Post-Doctoral Research position to work on two projects: 1) Phosphorus cycling and inputs in Lake Tahoe and 2) C and N cycling in desert crust communities of the Mojave Desert. Experience in aquatic biogeochemistry will be preferred. Candidate should be a U.S. or Canadian citizen to be able to work on the Mojave ecosystem study located on the Nevada test site. Send initial CV to Robert Qualls at University of Nevada; qualls@unr.edu. Close Date: Until Filled.

Ph.D. Assistantships - The new Environmental Sciences Ph.D. Program at Wright State University has assistantships available to qualified applicants who are accepted into the program. The assistantships are for a minimum of \$17,000 with tuition and fee waivers and are awarded for two years. Year one is a research assistantship and year two is a teaching assistantship. Research assistantships are then provided by the student's major professor for the remainder of their degree study period. The program provides a strong interdisciplinary focus both in the course work and dissertation research, with a focus on contaminant fate and effects in three areas of faculty expertise: environmental toxicology and chemistry, environmental stressors, and environmental geophysics and hydrogeology. There are over two dozen ES program faculty from the departments of Biology, Chemistry, Geology and Physics. For more information on the curriculum, faculty research areas and application materials see <http://www.wright.edu/academics/ieq>. Close Date: Until Filled.

Environmental Social Scientist - Two post-docs are sought: 1) to support interdisciplinary research on human-environment interactions in National Estuarine Research Reserves for NOAA-funded Environmental Cooperative Science Center; 2) to support EPA-funded project on environmental consequences and societal adaptations to climate change, and the role of science in decision-making. Qualifications: Candidates with expertise in human dimensions of natural resource management, environmental

risk management/communication, rural sociology, or environmental policy are encouraged to apply. Salary \$40,000 per year, duration 2-2.5 years, available immediately. Positions open until filled. Send c.v., statement of research interests, reprints, and names and contact information for three references to Dr. Mark Harwell, Environmental Sciences Institute, Florida A&M University, Science Research Center 305-D, 1520 Bronough Street, Tallahassee, FL 32307-6600. Close Date: Until Filled.

The Yellow Springs Instruments Environmental Sciences Ph.D. Fellowship - Wright State University is pleased to announce a new YSI Environmental Sciences Ph.D. Fellowship. The Research Fellowship is for \$25,000 with tuition and fee waivers. This prestigious award will be given to a qualified applicant accepted into the new Environmental Sciences Ph.D. program at WSU. Students may apply with either a B.S. or M.S. degree from a relevant major (e.g., biology, chemistry, geology, physics, toxicology, environmental health sciences). The program provides a strong interdisciplinary focus both in the course work and dissertation research, with a focus on contaminant fate and effects in three areas of faculty expertise: environmental toxicology and chemistry, environmental stressors, and environmental geophysics and hydrogeology. For more information on the curriculum, faculty research areas and application materials see <http://www.wright.edu/academics/ieq>. Close Date: June 1, 2003.

Water Quality Modeler - The Center for the Analysis and Prediction of River Basin Environmental Systems in the Nicholas School of the Environment and Earth Sciences at Duke University seeks a postdoctoral fellow in surface water quality modeling. The position is for one year and is renewable for up to three years; work will focus on the following new research projects: - The development of a Bayesian method for integrating TMDL model forecasts with post-implementation monitoring data in the development of an analytic strategy for adaptive implementation of a TMDL in the Neuse Estuary, NC. - The development of a simple mechanistic probability network model for assessing a coliform TMDL associated with estuarine shellfish contamination. - Assessment of nutrient criteria using causal modeling and structural equations. Individuals with experience in mechanistic water quality modeling and an interest in probabilistic modeling approaches for uncertainty analysis are encouraged to apply. The position is expected to be filled by August 2003. Mail/email letter of application, CV, and a list of three references to: Professor Kenneth H. Reckhow, Nicholas School of the Environment and Earth Sciences, Box 90328, Duke University, Durham, NC 27708. phone: 919-613-8026, fax: 919-684-8741. reckhow@duke.edu, www.env.duke.edu/faculty/bios/reckhow.html. Close Date: Until Filled.

Assistantships - The new Environmental Sciences Ph.D. Program has assistantships available to qualified applicants who are accepted into the program. The assistantships are for a minimum of \$17,000 with tuition and fee waivers and are awarded for two years. Year one is a research assistantship and year two is a teaching assistantship. Research assistantships are then provided by the student's major professor for the remainder of their degree study period. The program provides a strong interdisciplinary focus both in the course work and dissertation research, with a focus on contaminant fate and effects in three areas of faculty expertise: environmental toxicology and chemistry, environmental stressors, and environmental geophysics and hydrogeology. There are over two dozen ES program faculty from the departments of Biology, Chemistry, Geology and Physics. (2) The Yellow Springs Instruments Environmental Sciences Ph.D. Fellowship. The Research Fellowship is for \$25,000 with tuition and fee waivers. This prestigious award will be given to a qualified applicant accepted into the new Environmental Sciences Ph.D. program at WSU. Students may apply with either a B.S. or M.S. degree from a relevant major (e.g., biology, chemistry, geology, physics, toxicology, environmental health sciences). The program provides a strong interdisciplinary focus both in the course work and dissertation research, with a focus on contaminant fate and effects in three areas of faculty expertise: environmental toxicology and chemistry, environmental stressors, and environmental geophysics and hydrogeology. Review of applications for the 2003-2004 Academic Year will begin in June, 2003, and continue until the position is filled. For more information on the curriculum, faculty research areas and application materials see: <http://www.wright.edu/academics/ieq>. Close Date: Until Filled.

Research Group Leader - The Max Planck Institute for Marine Microbiology, Bremen, Germany, invites applications for a position as Research Group Leader within the Department of Biogeochemistry. The Department studies the interactions between geochemical, microbiological and hydrodynamic processes at the sea floor. The group shall supplement ongoing research in the Department and preferably combine laboratory studies with in situ measurements. We are looking for a candidate who should have several years of postdoctoral experience in biology, geochemistry or another relevant field and should be qualified to lead a research group and conduct an independent research program. The group currently has several scientist and technical positions, an independent research budget, laboratories and seawater facilities, and operates equipment such as flumes and benthic landers. The position is available now and will be filled on a 5-year contract. Depending on qualifications, the salary is according to the German C3. Selected candidates will be invited to present their research at a colloquium in August 2003 (week 32). Applications, including a curriculum vitae, a list of publications, names and email addresses of potential references, and a short description of future research objectives are invited to: Max Planck Institute for Marine Microbiology, Prof. B. B. Joergensen (Head of Biogeochemistry Department), Celsiusstr. 1, D-28359 Bremen, Germany. Email:

bjorgen@mpi-bremen.de. Web: www.mpi-bremen.de. Close Date: July 1, 2003.

Environmental Chemist/Staff Scientist - One full-time position for staff scientist to assist with biogeochemical research on the cycling of both natural and anthropogenic organic compounds in aquatic ecosystems. Projects range from tracing pollution in streams feeding municipal drinking water sources to investigating the natural cycles of carbon and nitrogen in the Amazon River. Tasks include: method development; field measurement and sample collection; wet-chemical sample preparation; sample analysis with CHN elemental analyzer, GC/FID, GC/MS, HPLC and isotope ratio MS; instrument maintenance; management of sample inventories and quality assurance; and management and analysis of data. Qualifications: M.S. or B.S. in a field of chemistry, including biochemistry or geochemistry, and 1-3 years experience using analytical instrumentation. Preference for experience with environmental applications, and for computing skills with database, statistical, graphical or GIS software or with programming. Send (e-mail preferred) cover letter, resume, transcripts or course summary and GPA, and names, phone numbers and email address of three references to: Anthony Aufdenkampe, Stroud Water Research Center, 970 Spencer Road, Avondale PA 19311. E-mail: aufdenkampe@stroudcenter.org. Close Date: Until Filled.

Staff Ecotoxicologist - ELM Consulting, L.L.C., an environmental liability management firm with nationwide clients and primary offices in Barrington, IL and Peoria, IL, has an outstanding opportunity for a Staff Ecotoxicologist. The primary responsibilities will be to support ecological risk assessments and natural resource damage assessments. Position requires excellent writing skills, proficiency with computers, and knowledge of analytical and environmental chemistry, toxicology, statistics and ecology. Experience preparing work plans, conducting field sampling, and interpreting technical information is required. Prior experience with metals and petroleum sites, and/or supervision of laboratory subcontractors is beneficial. ELM provides an exciting family type of experience working with a multidisciplinary team of scientists, engineers, attorneys, and finance professionals to produce success. Qualifications required include a Master's degree in a quantitative environmental science or related field, and 1 to 3 years of relevant work experience. ELM offers a very competitive salary, bonus plan and full benefits package. Qualified candidates should submit a resume, and salary requirements to: ELM Consulting, L.L.C., Ecotoxicologist Position, 619 Water Street, Suite 3C, Peoria, IL 61602, or by E-Mail to Jbourazak@elmlc.com.

Environmental Compliance Specialist - Sapphos Environmental, Inc., in Old Pasadena, CA, is currently seeking a detail oriented individual with a professional demeanor, strong organizational skills and the ability to manage multiple projects and priorities in a fast-paced environment. Responsibilities: Conduct literature and archival research; use electronic databases, conduct informational interviews, use the internet to gather project-related information; prepare project status reports, describe project location and project elements, prepare construction scenario, describe a project's regulatory framework, describe existing conditions, define significance thresholds, prepare impact analysis and mitigation measures, and analyze alternatives; provide input to scopes of service, cost estimates, and schedules for letter proposals, sub-contract agreements, scheduling of proposal efforts and subsequent jobs and participate in the running of scoping meeting, recording of community issues. Minimum requirements: Master's degree in Environmental Sciences, Ecology, Earth Sciences or other related field; 2-4 years experience in environmental consulting; CEQA and/or NEPA experience; must be able to record information on Contract Report Forms, maintain references, and summarize research in Memoranda for the Record (MFR) and must know one of the 16 areas of CEQA and be able to demonstrate that knowledge during the interview and through testing. To apply please forward your resume and salary history/requirements to: careers@sapphosenvironmental.com or fax to (626) 683-3548. No phone calls please. Salary: \$41,600 to \$65,000 per year depending on level of education and years of experience. If you are submitting your resume by e-mail please be sure to include the job title of "Environmental Compliance Specialist" on the subject line of your e-mail. Submissions that do not include the above mentioned information will not be eligible for this position. Visit our website: www.sapphosenvironmental.com.

Habitat Restoration Specialist - Looking for a growth opportunity within a company where you will be valued and appreciated? Sapphos Environmental, Inc., in Old Pasadena, CA, is currently recruiting for a full-time Habitat Restoration Specialist. The ideal candidate must be detail oriented, have a professional demeanor, possess strong organizational skills and have the ability to manage multiple projects and priorities in a fast-paced environment. Responsibilities include: Conduct literature and archival research; assist with Technical Reports and Annual Reports; maintain environmental documents including status reports, project elements, construction scenario, regulatory framework, impact analysis, habitat restoration/management plans, etc.; attend strategic planning session with client; provide input to scopes of service, cost estimates, schedules for letter proposals, sub-contract agreements, etc.; document floral resources in support of existing conditions including flora surveys, mapping baseline resources, field notes, construction monitoring, mitigation monitoring, use of Planimeter and hand-held G.P.S., post-processing, design strategy of undertaking and completing field efforts. State and Federal permit, sub consultant coordination, and implement resource agency protocols; coordinate and assist in the running of scoping meetings and recording of community

issues. Minimum Requirements: Master's degree in Biology, Botany or related field; 2-4 years experience in environmental consulting or regulatory agency work; ESA, CEQA and/or NEPA experience; knowledge of Southern California flora and plant communities. To apply please forward your resume and salary history/requirements to: careers@sapphosenvironmental.com or fax to (626) 683-3548. No phone calls please. Salary: \$41,600 to \$65,000 per year depending on level of education and years of experience. If you are submitting your resume by e-mail please be sure to include the job title of "Habitat Restoration Specialist" on the subject line. Submissions that do not include the above mentioned information will not be eligible for this position. Visit our website: www.sapphosenvironmental.com .

Hydrogeologists / Engineers / Technicians- Handex Environmental, Inc. provides innovative solutions to environmental problems. The success of our proven approach and growth of our industrial client base has created attractive opportunities for engineers, hydrogeologists and technicians in the following areas: Mobile, AL; New Berlin, WI; Norcross, GA; Delray Beach, FL; Fort Worth, TX; Naperville, IL; Pittsburgh, PA; and Wichita, KS. Requires: 6 months to 7+ years previous environmental or remediation experience, BS or MS in Geology, Environmental Engineering or related discipline preferred. May require fieldwork and travel. To apply send resume, salary history and geographic preference to: Handex H.R., Dept. Code ECO-010/050, P.O. Box 451, Morganville, NJ 07751 or apply via fax: 732-536-7751, email: Mleon@handexmail.com . M/F/H/V EOE DFW.

EIS/Resource Management Plan Project Manager- Ecology and Environment, Inc., an international environmental consulting firm, is seeking an individual to manage the preparation of several BLM resource management plans/EISs in western states. Candidates should have a strong background working on resource management planning and EIS preparation for federal agencies, particularly BLM. Excellent verbal and written communications skills required. Send resumes, cover letter and salary expectations to: Laurie Duncan, Ecology and Environment, Inc., 350 Sansome St., Suite 300, San Francisco, CA, 94104. Or email at LDuncan@ene.com . No phone calls please. AA/EOE

Environmental Research Associate- Public interest radioactive waste consulting firm in New York City seeking a full-time research associate. Duties will include: conducting extensive research, preparing reports, focusing on projects that utilize your technical background. Writing ability, attention to detail important; knowledge of computer modeling a plus. High-energy, creative person with Master's degree in Physics, Mechanical Engineering, or natural sciences needed. Knowledge of radiation health physics desirable. Will train. Salary commensurate with experience; medical benefits provided. Send resume, writing sample, and list of relevant coursework to Yashmani Seepaul, RWMA, 526 W. 26th St., Rm. 517, New York, NY 10001; fax to 212.620.0518; email to yseepaul@earthlink.net . RWMA is a unique company. We calculate doses for persons injured by radiation and serve as expert witnesses in court cases; we also work as technical consultants for state and local governments on issues involving transportation and storage of nuclear waste, as well as remediation of leaking landfills.

Senior Scientist/Project Manager/Associate Scientist- Breedlove, Dennis, & Associates (BDA) is a leading natural resources consulting firm headquartered in Winter Park, FL and with offices in Nashville, TN and Tallahassee, FL. BDA has immediate opportunities for senior and associate scientist positions. Senior scientists should have 7-10 years of experience backed by a solid technical degree in the natural sciences (M.S. or Ph.D.). Senior scientists should exhibit strong analytical skills and have demonstrated project management experience. Candidates with demonstrated experience conducting wetland delineations will be given strong consideration. Candidates for associate scientist should have a solid technical degree in natural sciences with 1-5 years of experience. Candidates should exhibit strong field biology skills in wetland delineations, wildlife surveys and monitoring and/or environmental assessments. BDA offers a competitive wage and benefits package is located in a dynamic and growing market in Central Florida. To apply for this position, send resume and cover letter to: W. Jeffrey Pardue, Senior Vice President, Breedlove, Dennis & Associates, Inc., 330 W. Canton Ave., Winter Park, FL 32789; 407-677-1882; jpardue@bda-inc.com .

Environmental Planner- CH2M HILL, a dynamic growing family of companies has an immediate opening for a mid-to-senior level Environmental Planner at Edwards Air Force Base in the Environmental Impact Assessment Process group. Requires excellent working knowledge of NEPA requirements, with strong multi-media background (water, tanks, POL, pipeline preferred). With limited supervision and general direction, independently applies advanced methods to complex assignments. Viewed as a fully competent, experienced environmental scientist. Capable of applying diversified knowledge of relevant principles and practices. Plans and conducts assignments, generally involving more than one project. May provide overall guidance in areas of specialty. Candidate will prepare/oversee development of technical sections of environmental documents and provide technical and quality assurance review to junior staff. The individual has broad knowledge of principles, practices, and procedures of a particular field. Fully accountable for planning, directing, organizing and coordinating assignments. Demonstrates creativity, foresight, and mature judgment. Fully understands the customer's needs and how the project relates to other elements of the client's organization and to other projects. Work results, decisions and approvals impact the overall design of internal systems, programs, and/or critical aspects of the final product. Frequent contact with internal or external clients, other departments, and the public. Expected to contribute extensively with client relationships,

business development and repeat business opportunities. BA/BS degree in environmental management/science or related field. Requires a minimum of 5-10 years of regulatory or consulting experience with a minimum of 4 years NEPA experience. Must possess the ability to manage complex projects and build effective teams for successful project execution. Requires excellent working knowledge of NEPA requirements, with strong multi-media background. Must be outgoing and proactive in completing projects; able to manage workload effectively; and meet deadlines. Must possess proficient oral and written communication skills, and effectively participate in public, client, and advisory committees. Knowledge of Air Force Instructions preferred. Experience in airspace structures and aircraft flight test and operations issues to include noise modeling highly desirable. Must be able to obtain a Security Clearance. Drug test required. CH2M HILL is an employee-owned firm offering a flexible benefits package. Qualified applicants should submit their resume referencing Job Requisition No. 3555BR on the company's recruiting website at www.ch2mhill.com , Careers. Contact Margie at 720-286-2219. An Equal Opportunity Employer M/F/D/V.

Environmental Project Manager -RBF Consulting is a leader in the field of environmental planning and civil engineering design. We are experiencing rapid growth in our Northern California offices and have an immediate opportunity available in our San Jose office for an Environmental Project Manager. Environmental Project Manager: Position requires a Bachelor's degree in Environmental Planning, Urban & Regional Planning or a specialty technical field requiring strong technical writing skills, and 6-8 years of experience in the preparation of CEQA and NEPA environmental documents, and the ability to develop persuasive arguments and explain technical data with text, tables, and charts. Responsibilities include managing and preparing environmental documents, and assisting in the preparation of presentation boards and/or leave behind documents for public hearings and/or agency meetings. RBF offers an excellent compensation and benefits package including 401(k), profit sharing and bonus plans, and the opportunity for career growth with a firm that is continuously working on challenging and diverse projects. Visit our website at www.rbf.com and send your resume to: RBF Consulting, 111 W. St. John Street, Suite 850, San Jose, CA 95113; Fax: 408-993-9224; Email: hrmail@rbf.com . EOE M/F/D/V

Environmental Engineer/Geologist- EnSafe Inc., an environmental and management consulting firm, seeks a qualified Engineer or Geologist for their Dallas, TX office. Ideal candidates will be self-motivated and capable of handling multiple tasks. B.S. in Engineering or Geology with 3 to 5 years site characterization, remediation, and regulatory experience. Knowledge of TEQ regulations related to remedial investigations and actions. Qualified candidates submit resume/salary history to: EnSafe Inc., Attn: RAS, P. O. Box 341315, Memphis, TN 38184-1315 or resume@ensafe.com . EnSafe is an Equal Opportunity/Affirmative Action Employer. ()

Geologist & Project Manager- Excel Environmental Resources, Inc. (Excel) is a privately owned and operated consulting firm in New Jersey providing environmental consulting and engineering services. Excel assists its clients with the conception, technical development, strategic approach, design, and implementation of surface and subsurface environmental investigations and remedial actions, including integration of environmental compliance and remediation into redevelopment plans for contaminated "Brownfields" properties. Excel's multi-disciplinary staff of environmental professionals includes geologists, environmental scientists and engineers, and environmental "business consultants" experienced in all aspects of environmental compliance and property redevelopment. For more information on Excel, visit our website at www.excelenv.com . Excel is currently seeking an experienced Geologist and Project Manager as follows: Geologist- The Geologist must have a BS degree and a minimum of 3-6 years of experience in the environmental field, specifically conducting soil and groundwater investigations under the New Jersey Department of Environmental Protection (NJDEP) Technical Requirements for Site Remediation. The ideal candidate for this position is an individual with extensive field experience and a strong background in the installation of soil borings and monitoring wells, logging of soil borings and soil descriptions, NJDEP field sampling procedures and oversight of drilling and remediation contractors. Responsibilities will include conducting all aspects of soil and groundwater investigations, operations and monitoring of remediation systems, on-site supervision of contractors, data evaluation and reporting, and technical support on a wide range of project tasks. MS degree and P.G. are a plus. Project Manager- The Project Manager should have 6+ years of experience in environmental investigation and site remediation in New Jersey. Responsibilities will include management of multidisciplinary environmental projects, technical strategizing, client interaction, technical presentations, proposal preparation, and assistance in the management of junior technical staff. The Project Manager must demonstrate significant experience with both the administrative and technical requirements of the New Jersey environmental regulations, experience in a variety of environmental assessment, investigation and remediation projects, and strong writing and management skills. Excel offers a competitive salary and benefits package together with an unlimited potential for personal and professional growth. Please forward resumes to Scott J. Krumholz, Esq., Vice President & General Counsel, Excel Environmental Resources, Inc., by mail to: 825 Georges Road, North Brunswick, New Jersey 08902; by facsimile to: (732) 545-9425; or by e-mail to: skrumholz@excelenv.com . No phone calls please.

BHE Environmental, Inc.

Consulting Firm
Positions Open
Cincinnati, Ohio
www.bheenv.com

Botanist

BHE Environmental, Inc., an environmental consulting, engineering, and remediation company providing services to clients nationwide, has openings in our Cincinnati office for Field Botanists.

Successful candidates will be experienced in field taxonomy and wetland science/delineation/permitting. Experience in Clean Water Act, NEPA, and Endangered Species Act desired. Project management and client management skills important. Should have at least five years experience. Strong written and oral communication skills critical. Environmental consulting experience a plus. Candidates should have at least a Masters degree and several years of applicable experience

BHE offers competitive salaries. Full-time positions include medical, dental, disability, and life insurance, 401k program, Section 125 flex plan, and incentive programs.

Mid/Senior-Level Wetland Scientist/Project Manager

Have an immediate opening in our Cincinnati office for a Mid/Senior-Level Wetland Scientist/Project Manager. This position requires experience in wetland delineation, wetland permitting, mitigation, and project management/client management with DoD, FERC, DOT, and other linear corridor projects. Responsibilities include project management, proposal writing, client coordination, supervision of fieldwork, and reporting. Demonstrated project management skills are essential. Candidates should have at least a Masters degree and several years of applicable experience. Strong written and oral communication skills mandatory. This is a full-time, permanent position. BHE offers competitive salaries. Full-time positions include medical, dental, disability, and life insurance, 401k program, Section 125 flex plan, and incentive programs.

Industrial Hygienist/Safety Professional

Has an immediate opening in our Cincinnati office for an Industrial Hygienist.

This "doer/seller" position involves management and execution of IH and safety projects including regulatory compliance audits, H&S program development and implementation, technical report and proposal preparation, surveys, and training. It also includes marketing and sales efforts, developing new client relationships, and contributing to group and corporate revenue goals. Ideal candidates must have exemplary technical writing and presentation skills, should have a Bachelors or Masters degree in industrial hygiene, safety management, environmental health, or other closely related technical scientific discipline and at least five years professional work experience, preferable in a consulting capacity. Recently certified or soon to be certified C.I.H with current Lead Risk Assessor and Asbestos BI/PM and CS certifications in Ohio are preferred.

Please submit resume, salary history, and references to:

BHE Environmental, Inc.
Attn: Human Resources
11733 Chesterdale Road Cincinnati, Ohio 45246
Fax (513) 326-1550
Email: cloyd@bheenv.com
EOE/M/F/D/V Employer

Environmental Career Calendar

"Networking or not working"

June 23-June 26, 2003

National Association of Environmental Professionals 28th Annual Conference
San Antonio, Texas.
See <http://www.naep.org>; (888) 251-9902 or (301) 860-1140;
Email: office@naep.org

August 17 - August 20, 2003
Energy 2003.

Wyndham Palace Resort and Spa
Lake Buena Vista, Orlando, Florida, USA.
Energy 2003 is the sixth annual national energy management workshop and trade show. Attendees include Federal, state, local and private sector energy managers, procurement officials, engineers and architects, energy service companies, transportation officials, utilities, and others involved in energy management around the country.

August 18-August 23, 2003

12th Annual Integrated Training Area Mgt. (ITAM) Workshop

Fort Bliss, El Paso, Texas

The theme for the 2003 ITAM Workshop is "COMMON DIRT- Make it Work".

For the 5th consecutive year, the workshop will include a

Geographic Information System (GIS) Day and the theme for the GIS day is "Supporting Military Readiness through GIS".

November 12-14, 2003

Greenbuild International Conference and Expo.
Pittsburgh

Our Conference Mission

Provide an exciting, new, annual "meeting place" for the rapidly expanding green building industry. Serve as the pre-eminent showcase for leading-edge green technologies worldwide. Deliver an outstanding educational program that highlights benchmarks of sustainability across a broad array of issues—including site location and development, water use, energy, materials, indoor environmental quality, biophilia, health and productivity, financing—and more!

http://www.greenbuildexpo.org/about_conference.asp

Fall 2003

Green Career Conference

Sponsored by the Environmental Career Center

Official date has yet to be determined.

Visit www.environmentalcareer.com to keep updated.

executive director. WWA is a national leader in wetland protection with an exciting strategic plan, an active board of directors and an array of statewide programs including public education about wetlands and their conservation, and wetland advocacy. The organization presently has a staff of three full-time employees (executive director, program director and director of outreach and communication) and an annual budget of \$175,000. Program activities of WWA include public education (annual wetland science forum, a regional survey of invasive wetland plant species, publications including the Wetland Restoration Handbook for Wisconsin Landowners, workshop, field trips and other diverse programs) and wetland advocacy (policy, wetland fill projects, statewide or national issues that impact wetlands). For further information, check our website. Duties: The Executive Director of WWA will: Direct all ongoing and develop new program activities of the organization, based on guidelines established by the Board of Directors in its strategic plan, and in collaboration with staff; Represent the organization at public events, legislative hearings, and in other situations that include lobbying, general wetland education and advocacy; Seek and raise funds from individuals, foundations and government agencies to support programs, projects and special activities; Supervise staff and volunteers and communicate closely with the Board of Directors; Administer or oversee administration of all areas of the organization including grant reporting and management; Perform all other duties typical of an executive director of a non-profit organization not specifically mentioned above. The compensation is dependent upon qualifications, abilities and previous experience. Range: \$37,000-\$45,000. Qualifications: The best candidate for this position will have: A strong background in natural sciences or natural resource conservation (minimum BS and preferably an MS or higher in a related field) and a working knowledge of wetland ecology; knowledge of wetland regulations is a plus; Worked a minimum of three years for a non-profit conservation or environmental organization and at least one year in a position of responsibility (director, program officer or comparable position) Experience either working on or with a non profit board; Considerable fund-raising experience (grant writing, individual and/or corporate giving, etc.) Excellent oral and written communication skills, Administrative experience and good organizational skills Demonstrated ability to collaborate with diverse people and groups that care about wetlands from different perspectives such as teachers, scientists, politicians and other environmental groups as well as sporting, fishing and hunting groups Enthusiasm for conservation, innovation, a sense of humor. The ideal candidate would be dynamic, enthusiastic, creative and strongly motivated, and is a self-starter capable of working independently. Furthermore, our ideal candidate knows and can easily communicate about Wisconsin wetland ecology, function and policy. We hope to hire someone who can be proactive but polite, and who seeks consensus on difficult issues. We are looking for someone to take general direction from the board of directors and creatively implement it with specific programs and activities. WWA has expanded its breadth and scope of program activities in the past several years, and its budget has grown by a factor of eight in the last five years. We are seeking an experienced person to take the organization to the next level. WWA is an equal opportunity employer and maintains a policy of non-discrimination toward all applicants and employees with regard to race, religion, color, gender, sexual preference or national origin. This policy is applicable for all aspects of employer-employee relations, including hiring, compensation and benefits, evaluations, training opportunities, promotions and termination. Application Instructions: Submit a cover letter (no more than two pages) highlighting your skills and past experience, a resume, and a list of three professional references with contact information to: Search Committee, Wisconsin Wetlands Association, 222 S. Hamilton Street, Suite #1, Madison WI 53703, Please include the best way and time to contact you. Applications will not be accepted by e-mail or FAX except under extraordinary conditions. Application deadline: June 30, 2003

Public Relations Associate- Living Out Loud Communications, Concord, New Hampshire USA, Job Type: Full Time, Purpose: To provide general public relations support as part of the Living Out Loud Public Relations team. Living Out Loud Communications (LOL) is a small firm dedicated to serving the communications needs of clients that have a social and/or environmental mission. LOL seeks a Public Relations Associate to support the overall services of the firm including media relations, strategic counsel, cause-branding, events and philanthropic partnerships. Principal Responsibilities: Manage all aspects of the Media Map data base including follow up with editors, sending new products, providing research information on consumer, trade and business press, editorial calendars, on-line research, sending press releases and submitting reports to clients; Maintain client reports, Assist in production and execution of all consumer and trade press mailings including news release production and execution (formatting, proofing, archive maintenance) mailing list preparation, and mailing; pitch reporters on issues related to health, wellness and social/environmental mission. Support in the creation of innovative campaigns that work to drive consumers toward social change. Work with clients' internal staff to manage press kits including article and new release duplication, assembly, supply to editors and journalists as needed; Qualifications: Must have prior PR experience and be familiar with editorial deadlines, media-relations and consumer products. Must be able to work at a high-paced speed, often around reporters, deadlines and press events. Must be self-motivated, able to work remotely, energetic, adaptable and flexible, Must have good listening skills and attention to detail. Must be able to work independently, at times initiating tasks, Must be a team player, willing to support at times, lead other times. This job can be done virtually. Application Instructions: To apply, please send a resume and cover letter by email to the address below. Contact Information: Mary Jo Viederman, 603 228-2836

Environmental Career.com

The web's leading environmental job site

Advocacy, Env. Policy

Program Officer Institute for Sustainable Communities- Montpelier, Vermont USA, Job Type: Full Time, Duties: The Program Officer is responsible for day-to-day contact with the Country Director and other staff in one or two international program implementation offices and acts as the primary liaison between the home office and international offices. Works closely with and reports to Regional Director. Responsibilities include oversight of project activities and expenses, monitoring results, submitting reports, reviewing documents, budget development and technical assistance. Int'l travel up to 3 months per year. Qualifications: Minimum 5 years of program management and support experience; budget management, proposal and development; experience in civil society, community development, or environmental programs; excellent oral and written skills; familiarity with US foreign assistance programs; experience in word processing, spreadsheets, internet; effectively multi-task and work in teams and individually. Application Instructions: Send resume and cover letter via fax, e-mail or regular mail: ISC, Attn. HR, 535 Stone Cutters Way, Montpelier, VT 05602

Executive Director- Hunterdon Land Trust Alliance, Sergeantsville, New Jersey USA, Job Type: Full Time, Duties: The Hunterdon (New Jersey) Land Trust Alliance is seeking an Executive Director. The Executive Director is responsible for implementing the mission of the HLTA and directing all programs established by the Board of Directors. He/she will direct staff (presently one and a half positions), direct fund-raising programs, oversee land acquisition programs, and represent the organization to the public. Qualifications: The successful candidate will be a dedicated environmentalist who is a proven self-starter, an experienced fundraiser, have experience with land acquisition programs and possess good management skills. Application Instructions: Please send a cover letter, résumé and references to: The Hunterdon Land Trust Alliance, PO Box 143, Sergeantsville NJ 08557-0143, Campaign Coordinator Assistant, National Forest Protection Alliance, Missoula, Montana USA

Internship- The NFPA is a national alliance of citizens and organizations dedicated to protecting public lands from commercial exploitation, and in particular, protecting federal public lands from commercial logging. Project Overview NFPA's overall goal is to protect our forest heritage by ending the commercial logging on federal public lands nationwide by developing a comprehensive strategy for the preservation of biological diversity, restoration of watersheds, and healthy economies. We can have the greatest impact on changing public lands policy by prioritizing the coordination of grassroots efforts within targeted locations. NFPA's Political Organizing program works with state delegates and other grassroots leaders to implement a multi-faceted campaign in order to amplify support for ECL amongst politicians, scientists, businesses, non-traditional allies, media, religious groups and conservationists. Duties: The Campaign Coordinator Assistant will provide support to this program with the following projects. Responsibilities The intern will be work with NFPA's Campaign Coordinator, Jake Kreilick, with the following projects: Political Research - Locate key constituencies within targeted political districts; Event Coordinator - Set up speaking presentations in targeted locations; Communication - Assist in the production and mailing of campaign materials, respond to info. requests, etc. Qualifications: Candidates will exhibit a strong interest in forest protection and political organizing. The intern will be self-motivated, reliable and possess good communication and writing skills. Interns are expected to complete the hours required and to alert the supervisor about changes to the work schedule. Training provided. Terms: Duration: Fall/Winter, Hours: 6-12 hours/week Jake Kreilick, NFPA's Campaign Coordinator, will supervise the internship. Jake will support the intern in successful completion of the project and supply the intern with the necessary materials and information required. The intern will develop an on-going work plan that includes goals and timelines. The intern will be based in our Missoula office located 314 North First in a newly remodeled historic building. A desk and computer will be provided. Although this is not a paid internship, credit is available at most Universities. Talk to your advisor about how to receive independent study credit or internship credit. Application Instructions: To arrange an interview, please contact Jake Kreilick by phone or email. Lecturer in Sustainable Development Leeds Institute for Environmental Science and Management Leeds, United Kingdom (Great Britain)

Executive Director- Wisconsin Wetlands Association, Madison, Wisconsin USA, Job Type: Full Time, Wisconsin Wetlands Association (WWA), a statewide non-profit organization, based in Madison, Wisconsin seeks a qualified person to serve as

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(phone), mjviederman@attbi.com

NH Field Organizer (Global Warming)- Clean Air-Cool Planet, Concord, New Hampshire USA, Job Type: Limited Contract, New Hampshire Global Warming Education Project We seek a talented organizer to coordinate and implement a program of statewide grassroots mobilization and public education on global warming between now and the New Hampshire presidential primary in January 2004. The New Hampshire Global Warming Education Project is a joint project of Clean Air-Cool Planet, The Society for the Protection of New Hampshire Forests and NH PIRG in support of the goals of the Carbon Coalition (www.carboncoalition.org), a multi-group, non-partisan effort to promote actions to reduce carbon emissions. Other partners in the Carbon Coalition include the Appalachian Mountain Club, the Audubon Society of New Hampshire and Clean Water Action. Main Job Responsibilities: Field Organizing & Coordination, Execute an intense grassroots public education campaign on global warming issues in New Hampshire. Coordinate activities with Carbon Coalition members and national environmental organizations. Develop and maintain activist database and distribution lists, and provide regular electronic updates. Track candidate schedules and statements in New Hampshire. Recruit and manage a team of volunteers, Public Education & Outreach Organize and attend community events on global warming and develop a speakers bureau, Coordinate a one-day conference on climate change impacts and solutions in New Hampshire Ensure New Hampshire citizens have the information they need to ask candidates and politicians informed questions about global warming. Write and edit press releases, fact sheets and other materials Develop and maintain media contacts, Skills and Experience: Demonstrated success in political or environmental field organizing. Excellent inter-personal and team-working skills and an ability to work with coalitions of non-profit organizations. Experience managing part-time and volunteer field staff. Strong planning and time management skills and an orientation toward details Experience living or working in New Hampshire is strongly preferred Application Instructions: This is a temporary, contract position. The successful candidate will be based in Concord, New Hampshire but extensive travel within the state will be required as well as evening and weekend work. The closing date for applications is May 30, 2003. Resumes with letters of introduction and at least three references should be sent to: Clean Air-Cool Planet: NHCC, 100 Market Street, Suite 204, Portsmouth, NH 03801, Or e-mail: amarkham@cleanair-coolplanet.org, Fax: 603 422 6441. No telephone inquiries www.spnhf.org, www.nhpirg.org

Community Organizer- Clean Water Action -Boston, MA, Boston, Massachusetts USA, Job Type: Full Time, Duties: As a community organizer of a national environmental organization, our citizen activists build grassroots support by organizing town-to-town in communities. We educate citizens about environmental issues that affect public health, fundraise to build our member base, generate letters to politicians, generate phone calls, and work on key elections to hold politicians accountable at the local, state, and federal levels of government. Qualifications: Strong communication skills and motivation for environmental/political change a must. Paid training. Hiring for career and students. Application Instructions: Please call us at 617-654-8284, or e-mail letter of interest and resume to bostonjobs@cleanwater.org for interviews. If you have any questions, please refer to our website. This position is available immediately.

Suwa Canvass Seeks Organizers- The Southern Utah Wilderness Alliance (SUWA) is running its own canvass and we're looking for organizers to join our team! Canvassers strengthen SUWA by raising funds for its membership drive and generating letters to public officials. Positions are full-time and are located in Salt Lake City, UT. Training is provided. Hours are roughly 2-10pm Monday-Friday. Some travel is required. Previous canvass experience is a plus, but not required. To schedule an interview contact Dave Pacheco at (801) 924-0555 or dave@suwa.org. Be a part of the solution and not a part of the problem.

Sustainable Agriculture Program Coordinator- Rural Action, a membership-based non-profit organization promoting social, economic, and environmental justice in Appalachian Ohio, seeks a full-time Program Coordinator. Position requires travel and work in Athens, Adams, Gallia, Meigs, Monroe, Pike, Scioto, Vinton, and Washington Counties. Requirements: Serve as liaison with agency partners, growers, members, and other groups and organizations involved in Sustainable Agriculture; work with a growing number of farmers, restaurants, institutions and customers interested in producing and purchasing locally-grown food; participate in Sustainable Agriculture project development to build a business and economic development strategy that focuses on regional strategic assets and capitalizes on key opportunities in farm products and medicinal herbs; provide outreach to farmers and institutions, organize meetings for training and marketing assistance, and help organize Growers Associations as needed; assist in writing grant proposals and other fundraising strategies and interpret the program through public speaking, writing articles and developing other materials. Qualifications: Bachelor's degree or three years experience in management, agriculture, business, or related field preferred; knowledge and/or experience developing or working with growers associations/cooperatives; previous experience with small-scale farming; knowledge of sustainable agriculture practices; knowledge of good business practices and marketing experience; understanding of the Appalachian Ohio region and culture as it relates to agriculture; excellent organizational, verbal and written communication skills; ability to work as a team; ability to multi-task; grant writing experience; availability for evening and weekend activities as needed. Applications accepted immediately and through June 20,

2003. Review of all applications will begin June 27th. The posting will continue until a suitable candidate is hired. Application procedure: Submit letter of interest, resume' responsive to position responsibilities, and contact information for 3 references who can provide professional evaluations. Send to: Rural Action, Barbara Willis, Human Resources, PO Box 157, Trimble, Ohio 45782. For information regarding position contact: Barbara Willis, Human Resources Director, 740/767/4938 or barbw@ruralaction.org. Rural Action, Inc. is an Equal Opportunity Employer.

Membership Coordinator / Database Manager- Work for Consumers and the Environment! The Massachusetts Energy Consumers Alliance (Mass Energy) in Boston is a well-established and growing nonprofit organization with a mission of making energy affordable and environmental sustainable. We operate a 7000-member heating oil buying network and programs in solar energy and green power. Although there will be substantial involvement with the green energy programs, the successful candidate will work primarily in the heating oil program. Duties will include managing the organization's member database, addressing member concerns, marketing the organization and its program, and interacting with participating dealers processing member enrollments and renewals. We are seeking a person with: Computer skills, particularly databases and spreadsheets; experience in graphic design and with email and web sites is a plus. Organizational, interpersonal and writing skills, with customer service experience. A bachelor's degree is a plus - in a field such as business, marketing, or the environment. An interest in energy issues and community service. Mass Energy offers excellent prospects for advancement, a progressive benefits package and compensation commensurate with qualifications. Visit www.massenergy.com, www.solarboston.org, www.newenglandwind.org. Respond to: Mass Energy, 670 Centre Street, Boston, MA 02130. Attn: Executive Director. Affirmative Action and Equal Opportunity Employer

Organizational Associate- Americans for Equitable Climate Solutions, located in Washington, D.C., seeks an individual to maintain all administrative functions, comprehensive files and databases, financial records, and communication systems. Primary job responsibilities include: Assist in the production of written materials and meetings; organize and carry out of all administrative tasks, (filing, mailings, paying bills, payroll); oversee organizational and foundation finances; produce clear financial reports & budgets; facilitate meetings, workshops, & inbound and outbound communications; and assist in the production of monthly seminars. Knowledge and skills required for this job include: Use of Microsoft Office software (Word, Excel, & PowerPoint), & MS FrontPage; use of Quickbooks Pro 2000; meticulous copy-editing skills; database management skills; organizing workflow; modest researching skills; intermediate-level non-profit financial management skills. Education needed: Associates degree. Training: Web design & management, Microsoft Office. Experience: At least 3 years administrative, 1 year Office Management. To apply, please send cover letter and resume to: kmuddle@aecs-inc.org; fax: 202 293-4598; Krista Muddle, Organizational Associate, AECS, 1828 L Street, NW Suite 1000, Washington, DC 20036.

Director Of Communications- INFORM, a nonprofit environmental research organization located in New York City, is seeking a Director of Communications to develop creative media and marketing campaigns to publicize new INFORM reports and their findings to general and trade audiences; to build and maintain strong relationships with key press in the environmental, health, business and government arenas; and to expand the overall national visibility of INFORM. The Communications Director is a member of INFORM's Planning Group, reporting directly to the President and the Director of Operations. The ideal candidate for this position will have a minimum of 3-5 years professional media and/or public relations experience; a strong personal commitment to INFORM's mission and the issues it is addressing; excellent strategic thinking, writing and communications skills; and an ability to work effectively with others. Salary will be based on experience, and includes generous benefits. Applications will be accepted until the position is filled. To apply, send a cover letter, resume, professional writing sample, and the names and addresses of three references to Samuel Arnoff at arnoff@informinc.org. No phone calls, please.

Membership Coordinator / Database Manager- Massachusetts Energy Consumers Alliance, Boston, Massachusetts USA, Job Type: Full Time, The Massachusetts Energy Consumers Alliance (Mass Energy) is a well-established and growing nonprofit organization with a mission of making energy affordable and environmental sustainable. We operate a 7000-member heating oil buying network and programs in solar energy and green power. Duties: Although there will be substantial involvement with the green energy programs, the successful candidate will work primarily in the heating oil program. Duties will include managing the organization's member database, addressing member concerns, marketing the organization and its program, and interacting with participating dealers processing member enrollments and renewals. Qualifications: We are seeking a person with: Computer skills, particularly databases and spreadsheets. Experience in graphic design and with email and web sites is a plus. Organizational, interpersonal and writing skills, with customer service experience. A bachelor's degree is a plus - in a field such as business, marketing, or the environment. An interest in energy issues and community service. Application Instructions: Respond to: Mass Energy, 670 Centre Street, Boston, MA 02130. Attn: Executive Director.

Membership Coordinator / Database Manager- Mass Energy, Boston, Massachusetts USA, The Massachusetts Energy Consumers Alliance (Mass Energy) is a well-

established and growing nonprofit organization with a mission of making energy affordable and environmental sustainable. We operate a 7000-member heating oil buying network and programs in solar energy and green power. Duties: Although there will be substantial involvement with the green energy programs, the successful candidate will work primarily in the heating oil program. Duties will include managing the organization's member database, addressing member concerns, marketing the organization and its program, and interacting with participating dealers processing member enrollments and renewals.

Qualifications: We are seeking a person with: Computer skills, particularly databases and spreadsheets. Experience in graphic design and with email and web sites is a plus. Organizational, interpersonal and writing skills, with customer service experience. A bachelor's degree is a plus - in a field such as business, marketing, or the environment. An interest in energy issues and community service. Application Instructions: For more information about this job contact: Mass Energy, 670 Centre Street, Boston, MA 02130. Attn: Executive Director.

Fort Hood Project Director- The Nature Conservancy, Fort Hood, Texas., The Project Director will coordinate management, monitoring and research projects at Fort Hood as specified by the Cooperative Agreement between the Department of Defense and The Nature Conservancy. The project is focused on Golden-cheeked Warbler and Black-capped Vireo ecology, fire effects, vegetation mapping and karst surveys. Serve as the primary point of contact between The Nature Conservancy of Texas and Fort Hood natural resource personnel. Supervise 7 full-time staff, indirectly supervise 6 full-time staff and 20 to 40 seasonal field biologists and habitat management technicians, and administer and manage a budget exceeding \$1.25 million annually. Develop project budgets, contracts, scopes of work and cooperative agreement amendments. Oversee timely completion of project reports. 1. Cultivate excellent working relationships with the department of Defense and the natural resource staff on Fort Hood. 2. In cooperation with the DoD Endangered Species Program Director, plan and execute the cooperative agreement and associated management, monitoring and research tasks.

3. Provide Conservancy oversight for a number of projects including cowbird trapping, population studies on the Golden-cheeked Warbler and Black-capped Vireo, habitat/fire management, vegetation mapping and analysis, karst inventory, GIST development, and data management. 4. Supervise project staff, including some off-site staff. 5. Develop project budgets, contracts, scopes of work and cooperative agreement amendments Administer project budget. 6. Prepare annual budgets and reports (includes on-going fiscal monitoring). Assist in research proposal development and review. Facilitate publication of research findings in peer reviewed journals and in other appropriate technical or popular publications. Open till position is filled, Human Resources, The Nature Conservancy of Texas P.O. Box 1440 San Antonio, TX 78295-1440, San Antonio, Texas - 78205, E-mail: txfohr@tnc.org, Phone: 254-287-2885

Program Coordinator - Works in a program office and the field, reporting to the Program Director. Coordinates and performs administrative, research, project management, and other general services for conservation program staff working toward the achievement of protection and conservation goals. May take the lead on specific projects and work within a team environment to manage a project to completion. Perform a variety of tasks to include project design, data and information collection, draft reports, presentations, meeting logistics, implementation of conservation actions. Education: Bachelor's degree in natural resources, environmental studies or related field and two years related work experience, or equivalent combination of education and experience. 3-5 years working with Native communities and corporations, preferred. Ability to independently plan and complete tasks and plan project time frames. Ability to coordinate the work of a team and delegate tasks to accomplish multiple priorities. Working knowledge of Microsoft Office suite. Experience utilizing databases for data entry and report production may be required. Strong organizational skills including attention to detail and numerical ability. Ability to plan, administer, and record results of work-team meetings and activities. Preferred Delivery via mailed hard copy of resume to: The Nature Conservancy in Alaska, Dept. NPC, 421 West 1st Avenue, Suite 200, Anchorage, AK 99501. Close Date: Until Filled.

Conservation Program Specialist I - Kansas Department of Wildlife and Parks. The incumbent identifies, designs, coordinates and/or performs fisheries and other aquatic resource investigations and inventories; performs research duties addressing needs and issues confronting the agency, the state's fisheries and aquatic resources, and the users of these resources; compiles, analyzes, interprets, and reports data to the agency in writing and through oral presentations; submits applicable research findings for publication in professional journals; participates in technical and non-technical meetings; interacts with other agencies and organizations concerned with aquatic resources; provides information requested by the media and the public; remains abreast of current research techniques and findings pertinent to duties; supervises seasonal biological aides and other temporary employees; coordinates full-time agency employees who contribute to applicable projects (such as district biologists); serves as the federal aid grant coordinator for fisheries surveys and inventory; maintains equipment and performs routine administrative duties; participates in the agency's comprehensive planning process, contributing professional expertise to the development of strategic plans for aquatic programs; assists agency personnel with projects requiring enhanced work forces or expertise held by the incumbent; and special projects, as assigned. This permanent, full-time position is located in the Fisheries and Wildlife Division in the Emporia Research Office; and is supervised by Tom Mosher, Fisheries Biologist Specialist II. Education: Bachelor's degree in the natural sciences.

Candidates possessing a master's degree in the field of fisheries science are preferred. Beginning and maximum annual salary, \$33,384 - \$44,761.60; group health and life insurance; retirement; deferred compensation and KanElect options; holidays; and sick and vacation leave. Qualified applicants must register their skills by completing the Natural Science/Engineering Professionals and Associates (DA-433) registration form to obtain their State of Kansas Applicant ID Number. This form may be completed online at <http://da.state.ks.us/ps/aaa/recruitment/>. Qualified applicants may apply by submitting: 1) a letter of interest, which includes your State of Kansas ID Number; 2) a detailed resume; 3) transcript material, if applicable; 4) KDWP employment application located at <http://kdwp.state.ks.us/PDF/jobs/KDWPEmploymentApp.pdf>; and, 5) an authorization to release information form located at <http://kdwp.state.ks.us/PDF/jobs/releaseform.pdf>. **Please note, this form must either be witnessed and signed by a Kansas Department of Wildlife and Parks employee or signed and notarized by a notary public. We reserve the right to conduct a law enforcement background check on all qualified applicants. Application materials may be sent to Shannon Swafford, Personnel Office, Kansas Department of Wildlife and Parks, 512 SE 25th Avenue, Pratt KS 67124, phone number 620-672-5911. Incomplete applications will not be accepted. Close Date: May 23, 2003.

Project Assistant - Washington D.C. The position is funded through a partnership with the Association of Ecosystem Research Centers. The primary responsibility of this position will be to assist AIBS Director of Public Policy Adrienne Froelich with tracking and analyzing federal funding for ecosystem research over the past decade. The assistant will also have the opportunity to attend federal agency briefings, congressional hearings and D.C. science coalition meetings. This is an excellent opportunity for graduate students interested in a career in public policy. Training in analyzing federal appropriations and modest supervision will be provided, but it is essential that the project assistant be able to pick up these skills quickly. The timing of the position is flexible, but will ideally take place for a total period of three months during the summer or early fall of 2003. This is an hourly position, with monthly salary averaging \$1500 (depending on the number of hours worked). There is some flexibility for students who may need to spend 1-4 weeks away from D.C. during the summer to attend conferences or collect data. A bachelor's degree in biology is required for this position. The ideal candidate will be a self-starter and will have: completed coursework (undergraduate or graduate level) in basic political science, a general understanding of the research granting process, advanced Microsoft Excel or Microsoft Access (preferred) skills, experience in ecological research (either as a technician or graduate student), and an interest in the nexus between science and policy. Interested individuals should email a resume and cover letter to AIBS Director of Public Policy Adrienne Froelich (afroelich@aibs.org). In your cover letter, please include the names of two personal references and your availability for the summer (ideal start and end dates, number of weeks away needed for research or conferences). www.aibs.org. Close Date: Until Filled.

Executive Officer - The Global Carbon Project (GCP) is seeking to appoint a highly motivated and independent person as Executive Officer in its office based in Tsukuba, Japan. The successful candidate will work with the three Co-chairs, the Scientific Steering Committee, and other Executive Officers of the project based in international offices to implement the science framework of the GCP. The appointee will also take administrative responsibility for coordinating a small, dynamic international office based in Tsukuba at the National Institute of Environmental Studies. We are seeking a person with an excellent working knowledge of the scientific objectives of the GCP and a keen interest in devising methods to integrate the human dimensions in order to advance our understanding of the carbon-climate system as a coupled human/natural system. Postgraduate qualifications (preferably a PhD) are desirable. The appointee will have demonstrated high standard organizational, communication and interpersonal skills; experience in drafting a diverse range of scientific documents; demonstrated ability to communicate in English effectively with groups of scientists of diverse disciplinary and national backgrounds; and flexibility and willingness to undertake extensive, long-distance overseas travel. This appointment is for a fixed term of two years with the possibility of an extension up to five years. The successful candidate will be invited to commence the job as early as September 2003. Please, send your application by email, including details of skills, qualifications and work achievements, details of three referees, and quoting to the attention of Ms. Rowena Foster, [Rowena.Foster@csiro.au]. Because this is a re-advertisement of the position, candidates who already applied and want to be re-considered for the job do not need to re-submit application unless new materials are available. Further information on the job and the GCP is available from Pep Canadell [pep.canadell@csiro.au] and at <http://www.globalcarbonproject.org>. Close Date: June 9, 2003.

Science Project Associate - The American Institute of Biological Sciences seeks a Science Project Associate experienced in using ESRI/Arc and other GIS mapping software to work on its IBRCS project. IBRCS goals are to (1) work with the biological/scientific community—within and beyond the AIBS membership—to determine the needs and means for increased physical infrastructure and connectivity in observational platforms, data collection and analysis, and database networking in both field biology and other more general areas of biology and science; (2) provide for communications within this community and with the National Science Foundation regarding the development and focus of relevant infrastructure and data-networking projects; (3) facilitate the synergistic connection of diverse researchers and research organizations that can exploit the power of a large-scale biological observatory program; and (4)

disseminate information about biological observatory programs and other relevant infrastructure and data-networking projects to the scientific community, the public policy community, the media, and the general public. Among the current foci of IBRCS is the National Ecological Observatory Network (NEON) initiative from NSF. The Science Project Associate will work under the direction of the IBRCS Project Manager on all of the above activities, and with IBRCS IT staff will focus on the creation of content-rich, interactive ESRI/Arc online maps intended to allow researchers and educators to map research facilities and data-collection sites throughout the U.S., and beyond. The successful candidate will be an energetic self-starter with excellent communication, technical, and problem-solving skills. This is a new, full-time, salaried position in the AIBS Washington office, contingent upon anticipated external funding, for an initial period of up to 12 months. Advanced biology degree preferred. Salary in the 40s, depending on experience. Benefits include healthcare and retirement plan. Send cover letter and resume with a subject line reading "IBRCS SCIENCE PROJECT ASSOCIATE" to rogrady@aibs.org. Close Date: Until Filled.

Program Director - The Greater Flagstaff Forests Partnership, Inc., located in Flagstaff, Arizona, seeks a Program Director to lead & coordinate planning, development, implementation, monitoring, and outreach activities in all of the Partnership's program areas of collaborative forest ecosystem restoration and wildfire risk reduction in the Flagstaff Wildland/Urban Interface. Program areas include: restoration project planning & implementation; public information & involvement; science, research & monitoring; wood utilization & economic development; and all facets of general operations, budget & fund raising, membership, and administration of the non-profit corporation, all in collaboration with the corporation's Board of Directors, 25-member Partnership Advisory Board, and three US Forest Service Cooperators. The Program Director is a regular full-time position, benefits eligible, pay \$35,000—\$45,000 DOE. A minimum of 5 years in a relevant field is required. Masters degree in natural resources, forestry, public policy, or relevant discipline preferred. Please send a cover letter expressing your interest in the position, resume, writing sample pertinent to natural resources, forestry and/or public policy, and salary history to: Greater Flagstaff Forests Partnership, ATTN: search committee, 1300 S. Milton Rd, Suite 218, Flagstaff AZ 86001. Only applications submitting all requested materials will be considered. Open until filled. For full information visit www.gftp.org, no phone calls please. Close Date: Until Filled.

NE Ohio Associate Director of Philanthropy - Works closely with the Director of Philanthropy to create and implement strategies for the cultivation and solicitation of a portfolio of 50 major gift prospects, including corporate, foundation, and/or individual donors in the Greater Cleveland/Akron Ohio area. Works closely with development team in Dublin, Ohio to determine effective strategies for identified donors and prospects. Discusses assets proficiently and listens for opportunities for gifts of assets or other non-cash gifts, such as planned gifts and trade lands. Provides opportunity for donors to receive recognition and increase future giving opportunity. Understands and complies with all TNC gift-related policies and procedures. Involves and engages appropriate partners in the field and staff at the Worldwide Office and keeps them apprised of interactions, issues or concerns. Understands and complies with all TNC gift-related policies and procedures and ensures ethical compliance, as defined by the Association for Fundraising Professionals. Education: Bachelor's degree in marketing, communications or related field and 5-7 years' related work experience or an equivalent combination of education and experience. Major gifts fundraising experience required. Ability to use existing technology to achieve desired results. Successful experience in managing and tracking multiple prospects and donors. Knowledge of current trends in charitable giving, particularly in the areas of capital campaigns, major gifts and planned giving. Working knowledge or ability to learn basics of charitable gift planning. Successful experience in asking for and closing major gifts of \$10,000 or more and building and maintaining long-term relationships with fundraising constituents such as major donors and corporations. Contact: Susan Zimmermann at szimmermann@tnc.org. Close Date: Until Filled.

Program Administrator - Mexico City, Mexico. The Program Administrator has primary responsibility for developing and managing the financial, operational and administrative functions of the Mexico Operating Unit. The principal duties of the position include designing and implementing strategies and mechanisms for efficient operations in the areas of budgeting, financial analysis, operations management, human resource management, administrative procedure development and general office support services. The Program Administrator will interface with Division, Regional, WO and in-country staff to ensure a fully functional in-country operation. The position requires broad in-country knowledge of financial and accounting systems, payroll and tax laws, strategic planning, financial analysis, internal controls, audit practices, contract and procurement policies, human resource administration and labor laws, and general office management. This individual may supervise staff. Education: Bachelor's degree in finance, accounting or business administration and a minimum of 5 years experience in a related field or position required. Experience as an International Financial Analyst, Auditor or Financial Management professional preferred but not required. Experience in the non-profit sector with a focus on an international program strongly preferred. Oral, written and speaking fluency plus a proven working capability in both Spanish and English required. Non-profit accounting experience within Latin America and U.S. government grants accounting experience required, including current knowledge of applicable federal circulars (OMB A110, A122 and A133), local regulations and meaning of standard contract clauses preferred. Excellent financial analysis skills and an ability to

Assistant Professor of Resource Policy & Law

University of Alaska-Fairbanks
Mid Level
Fairbanks, AK

EMPLOYMENT: Regular, Full Time, Faculty
CLOSING DATE: July 15, 2003 - by 4:30 p m

This position is a tripartite position that is full-time (9-month base), 9+3 tenure track appointment of 40 percent teaching, 50 percent research, and 10 percent public service (additional 3 months contingent upon securing an approved USDA-Hatch Formula Funded project or other funding). Salary commensurate with professional qualifications and experience.

DUTIES: Teaching: Teach three courses per year. These would include: two courses at the undergraduate level, including Introduction to Resource Policy and Law, as well as an upper-division course in environmental policy and law; develop one graduate course within her or his area of expertise with a seminar format, serve as major adviser to graduate students; serve as major adviser to senior thesis students; and serve as an undergraduate adviser to students in the Natural Resources Mgt degree program. Research: Develop a research program in natural resource policy or law with emphasis on Alaska and the circumpolar north. Actively engage in scholarly research leading to publications in refereed journals. Candidate is expected to obtain funding to support their research program.

Required: A PhD or J.D. completed by September 1, 2003 in natural resource policy, admin., law, or a closely related field. Preferred: teaching experience in natural resource law or policy, practical experience in policy or legal aspects of natural resource agencies and organizations, record of obtaining grants and contracts, recent peer-reviewed publication record, effective communication skills.

Please submit application packet to:

UAF Human Resources
Attn: Emily Drygas
Recruitment Contact
3295 College Road, Room 108
PO Box 757860
Fairbanks, Alaska 99775-7860

Phone: (907) 474-7700
Fax: (907) 474-5859

present results verbally or in writing to non-financial staff in English or Spanish. Proven initiative and ability to manage complex projects under tight deadlines, to work under pressure, and deliver desired results on a timely basis. Strong organizational, analytical and communication skills. Proven ability to work effectively in cross cultural situations and familiarity with community and culture of Mexico with a wide range of people with various economic and professional backgrounds in both the public and private sectors. Excellent interpersonal skills and sensitivity to an advisory role in dealing with partner organizations. Proven ability to work independently and as a member of a team; proven ability to coordinate and lead the efforts of others. Strong technical command of spreadsheet programs, general ledger reports and other financial management tools. Microsoft Office package preferred. Willingness to travel domestically and internationally approximately 25% of the year. Please send a cover letter and resume in English to: Txfahr@tnc.org, or mail to: The Nature Conservancy, Attn: Program Administrator, Mexico, P.O. Box 1440, San Antonio, TX 78295-1440. Close Date: Until Filled.

Director of Philanthropy II - Responsible for the oversight, planning and implementation of a comprehensive development program that secures the significant financial resources from foundations, corporations, or individuals within the state/country to support conservation goals around the world. Manages all major gifts functions, which may include planned giving, principal gifts, donor prospecting and research, and special multi-year fundraising campaigns. Works with senior staff to establish fundraising goals and is accountable for these goals. Hires, manages, and establishes fundraising goals for Associate Directors of Philanthropy and other operating unit fundraising staff. Motivates and coordinates the efforts of a multi-disciplinary staff team and volunteers in fundraising, including donor cultivation and solicitation. Responsible for moving a select group of prospects. Focuses on long-range strategic priorities, advances the Conservancy's goals, and communicates a broad vision to others. Understands and complies with all TNC gift-related policies and procedures and ensures ethical compliance, as defined by the Association for Fundraising Professionals. This title differs from the Director of Philanthropy I because the size and scope of the program is large, with higher fundraising expectations generally based on major markets located within the program's geographic boundaries. Education: Bachelor's degree in marketing, communications or related field and at least 7 years' fundraising experience. Extensive management experience including ability to motivate, lead, set objectives and manage performance of a large multi-disciplinary team. Ability to foster an environment of creativity and professional growth. Expert knowledge of current and evolving trends in major gifts giving and solicitation and capital campaigns. Proven success in asking for and closing major gifts and building and maintaining long-term relationships with fundraising constituents such as major donors, foundations and corporations. Possesses a working and effective understanding of the basics of charitable gift planning. Knowledge of more advanced gift planning concepts a plus. Send resume and cover letter on or before June 6, 2003 to jobs@tnc.org. Please include job title in subject line. Close Date: Until Filled.

Environmental Education

Environmental Educator - Lewisville Lake Environmental Learning Area (LLELA), Denton, Texas USA. Job Type: Full Time, LLELA is seeking a full-time environmental education and public outreach director to expand its public programs and assist in the ongoing management of a 1900-acre wildlife management area in Lewisville, Texas. Duties: Teach, plan, and prepare nature education programs for all ages; plan and implement development and fundraising programs. Work with local schools, colleges, and interns; engage local residents and public agencies in environmental projects and programs; perform scientific fieldwork as directed; organize public involvement and volunteerism in construction and restoration efforts. Qualifications: Master's degree in environmental science, education, or related field, and one year experience in development or delivery of inquiry-based science education programs; or equivalent combination of education, experience, and training; valid Texas driver's license with good driving record. Indoor and outdoor work, but must be able to routinely spend many hours outdoors in all weather. Strong interpersonal, organizational and management skills; problem-solving skills; strong science background; excellent teaching skills; proposal preparation and grant-writing experience; good verbal and written communication skills highly preferred. Application Instructions: Send resume, description of previous experience, statement of educational philosophy, and an example 1-day outdoor environmental education curriculum for any grade K-12 to: LLELA, attn:Dwight Barry, PO Box 310559, Denton, Texas, 76203. No calls or emails please.

Director of Education - Strawberry Plains Audubon Center, Holly Springs, Mississippi USA, Job Type: Full Time, Duties: The Director of Education has the responsibility of developing; implementing, coordinating, supervising and evaluating all aspects of a dynamic interactive education program targeted to both public/private schools and general visitors at Strawberry Plains Audubon Center (SPAC). The position is responsible for building an education program that elevates Strawberry Plains Audubon Center to a flagship center for nature and environmental education in the South. Qualifications: Master of Science Degree, Major- Environmental Education, Three years of senior level in a related field experience, Commitment to the Audubon

Mission, Excellent oral and written communication skills, Experience working with underserved populations, Application Instructions: Please send a cover letter and résumé to: Strawberry Plains Audubon Center, Attn Madge Lindsay 285 Plains Rd, Holly Springs MS 38635-1328.

Youth Education Intern- Description: 2 paid, 1 volunteer position available; Teach a variety of classroom topics to school groups weekday mornings (Pre-K thru High school); Curriculum Development; Contribute to development and implementation of boy/girl scout days; 1-2 days/week, 6-8 hours/wk; Qualifications: Currently hold or pursuing a degree in education or natural sciences; Good presentation skills in front of large audiences preferred; Individuals of all ethnic backgrounds encouraged to apply Please send resume and cover letter. Annual Salary: See Job Description, Deadline: 8-1-2003, Organization: Butterfly Pavilion, Contact Person: Nicole Andrus, Phone: 303-469-5441 ext 15, E-Mail: nandrus@butterflies.org, Mailing Address: 6252 W 104th Ave Westminster, CO 80020

Wildlife Care Internships- Description: Duties: Assist staff with medical care of rehabilitation birds and provide captive management and husbandry for over 70 education birds & reptiles. Perform cage, facility and grounds maintenance. Maintain live rodent food colony. Admit injured and orphaned birds, provide emergency care, feed, carry out medical treatments, and monitor health status. Assist finders of injured & orphaned birds and arrange transportation & rescue. Complete assigned project in rehabilitation. Gain extensive training in avian captive management and basic avian rehabilitation. Qualifications: Enthusiastic and have ability to work both independently and with a team. Have a strong interest in birds and wildlife husbandry, and willingness to work long, hard, irregular hours in all weather conditions. Must be 18 years or older and hold a valid driver's license. Must have a physical capacity to catch and treat large birds, lift equipment weighing up to 40 pounds, climb stairs, walk preserve and carry equipment for routine maintenance. Have ability to work quickly and efficiently while following directions and procedures. Intern must have updated tetanus vaccination at time of beginning internship. Length of internship: Minimum of 3 months, 40 hours per week. Spring term (1 position) starts February/March. Summer term (2 positions) starts May/June. Fall term (2 positions) starts August/September. Amenities: Housing & utilities provided plus a \$400 monthly food allowance. Annual Salary: See Job Description, Deadline: Organization: Vermont Institute of Natural Science Contact Person: Michael Pratt Phone: (802) 457-2779 x125 E-Mail: mpratt@vinsweb.org, Mailing Address: VINS Department of Wildlife Services; 27023 Church Hill Road, Woodstock, VT 05091-9642.

Wilderness Youth Counselor- Description: Eckerd Youth Alternatives, a leader in therapeutic educational programs for youth-at-risk since 1968, is accepting candidates for our residential, year-round wilderness camps in Florida, Georgia, North Carolina, Tennessee, Vermont, New Hampshire and Rhode Island. Purpose The Youth Counselor works full time/year round and supervises a group of 10-12 at-risk youth 24 hours a day at a wilderness camp. Primary responsibilities are to ensure group members are safe, engaged in productive activities and developing effective problem solving skills and useful life strategies. Each group typically has two or three Youth Counselors. Activities Common daily routine involves the upkeep of the group's common living area. Specific daily activities vary, but can include leading the children in hiking, backpacking, low and high ropes work, playing outdoor games, classroom or academic assignment time, community service projects, and planning events such as cook outs and canoe trips. All activities are framework for problem solving and developing basic life skills. Compensation Starting salary is approximately \$20,000 per year, and Youth Counselors receive free room and board, including housing during time off. Therefore, living expenses while in the Youth Counselor position are nearly nothing. Counselors also receive comprehensive health and welfare benefits (effective first day of employment), extensive paid training, quarterly clothing allowance, relocation assistance, and corporate discounts at Eckerd Drug and JC Penney. Annual Salary: \$10,000 - 24,999. Deadline: 12-4-2003, Organization: Eckerd Youth Alternatives, Inc., Contact Person: Kelly Heider, Phone: 800-222-1473 ext 239, E-Mail: kheider@eckerd.org, Mailing Address: 100 North Starcrest Drive, Cleawater, FL 33758

Waterfront Director-Plan and carry out a safe waterfront program following the state and local regulations and the American Camping Association standards. Qualifications: Current American Red Cross CPR, Standard First Aid (prefer advanced first aid), and Lifeguard Training certifications. Current American Red Cross certification in Small Craft Safety or instructor's certificates, or experience teaching watercraft activities. Experience supervising waterfront activities. Willingness to work a flexible schedule and live in a camp setting that focuses on environmental education. Minimum age is 21 years of age. Dates of Employment: approximately

late-May through September 1, 2003. Salary: \$320-\$450, based on experience and certifications. Deadline: 6-10-2003, Organization: Wildwood-Massachusetts Audubon Society, Contact Person: Director, Phone: 781-259-2180, E-Mail: cshire@massaudubon.org, Mailing Address: 208 South Great Road, Lincoln, MA 01773

Teach in a National Park- The Environmental Education Center of Cuyahoga Valley National Park Association is nestled in scenic Cuyahoga Valley National Park (CVNP), stretching from Cleveland to Akron. The curriculum is a 4-day program for 4th through 8th grade students. It is a hands-on, action oriented, interdisciplinary program that combines natural history, human history and environmental appreciation with technology, visual arts, music and theater. Responsibilities: • Participate in a 3-week training, attend professional development workshops once a week. • Lead morning, afternoon and evening instructional units using the field, labs and activity areas. • Teach day programs, and participate in our special programming. • Contribute to other aspects of operation at a residential environmental education center. Qualifications Interest and knowledge of the environment and/or the arts. Sincere desire to work with elementary and middle school students. Bachelor's degree, preferably in an environmental, arts, or education related field. Background/ fingerprint check. First Aid & CPR certifications are required. Stipend and Benefits: Weekly stipend of \$185. Furnished housing provided separate from the Environmental Education Center in the historic village of Everett. Short-term medical insurance is provided. 10 non-degree graduate credits through the University of Akron. To apply: Write or call for an application. Cuyahoga Valley National Park Association is an equal opportunity employer. Annual Salary: \$0-9,999, Deadline: 6-13-2003, Organization: Cuyahoga Valley National Park Association, Contact Person: Linda Box, Phone: 330-657-2796 ext. 115, E-Mail: lbox@cvnpa.org, Mailing Address: Recruitment Coordinator, Environmental Education Center 3675 Oak Hill Road, Peninsula, OH 44264

Teacher/Naturalists/Counselors/Unit Leaders- Provide guidance and instruction for campers in accordance with Wildwood's educational goals, and health/safety regs. Min. age 18 or graduated from HS. Background in Nat. History, Environmental/ Outdoor Ed, or Outdoor Recreation; minimum impact camping skills. Knowledge, skills, and enthusiasm for areas of: teaching, natural history. Exp. working with children. Certs in 1st Aid and CPR. All camp staff must satisfactorily complete Wildwood orientation program prior to arrival of campers. Unit Leaders provide supervision for camp staff in your unit including but is not limited to goal setting and evaluation, being a liaison between unit staff and Wildwood Admin. team, holding regular unit meetings, working with Admin. team to address needs of campers and staff in the unit. Provide guidance and instruction for campers in accordance with Wildwood's educational goals, and health/safety regulations. Qualifications: Completed at least 1 year of college and demonstrated leadership ability. Background in Nat. History, Environmental/Outdoor Ed, or Outdoor Recreation; minimum impact camping skills. At least 1 year exp. as a camp counselor. Knowledge, skills, and enthusiasm for areas of teaching natural history. Exp. working with children. Certs in 1st Aid and CPR. All camp staff must satisfactorily complete Wildwood orientation program prior to arrival of campers. Position requires the ability to teach programs on trails and rough terrain. Dates of Employment: ~ June 8-August 27, 2003, Deadline: 6-10-2003, Organization: Wildwood-Massachusetts Audubon Society, Contact Person: Director, Phone: 781-259-2180, E-Mail: cshire@massaudubon.org, Mailing Address: 208 South Great Road, Lincoln, MA 01773

Teacher/Naturalist- Introduction: Echo Hill Outdoor School is a residential experiential education school located in Worton, Maryland on the Eastern Shore of the Chesapeake Bay. As a community of educators we take responsibility to create a climate of freedom and growth through sharing a safe, fun, educational experience in the outdoors. The School provides a general outdoor education program to students from grades three through eight on a weekly basis. Additional programming is offered to younger children, high school and college students, and adult groups. The program focuses on three major curriculum areas: (1) science and watershed ecology; (2) individual and group development (adventure education); and (3) history and the human environment. Responsibilities: Teach a variety of field classes, supervise residential life of student groups, debrief weekly programs, and assist with special events. Requirements: Residential positions are available for individuals with initiative, motivation, energy, creativity, and commitment. Background in education, recreation, environmental education, adventure learning, psychology, natural sciences, marine biology, or other related fields. Experience working with and relating well to students of all ages. Compensation: Starting salary \$150 to \$175 per week plus full room and board. Potential for

ten month contract. Staff medical available. Deadline: We welcome applications year round. Primary employment start dates are March and September. Deadline: 9-1-2003, Organization: Echo Hill Outdoor School, Contact Person: Betsy McCown Phone: 410-348-5880, E-Mail: jobs@ehos.org, Mailing Address: 13655 Bloomingneck Road, Worton, Maryland 21678

Teacher/Naturalist- Teacher/Naturalists lead hikes and group discussions, run camp activities, assist with large group events, help maintain camp, and occasionally provide night support. All of these activities take place in a cooperative and supportive environment. There are two types of employment. The "seasonal" plan is a 9-month commitment, starting in early September, and pays \$300 per session week. The "year-round" plan involves a minimum 1-year commitment, including Summer Camp, with an annual salary of \$10,800. The year-round plan provides health benefits (medical, dental, and vision) and 13 weeks of vacation. Both options include community housing, and meals are provided during program weeks. Qualifications: We are looking for college graduates with proven interests in education, science, conservation, and spirituality. A degree in Education, Environmental Studies, Biology, Psychology, Sociology, or Theology would be ideal, but we are open to applicants from all fields. Experience working with children ages 10-14 is important, and specific experience with children from a variety of ethnic and socio-economic backgrounds is helpful. The only other requirements are a flexible and open attitude, both toward work and community living. To Apply: Download and complete the TN Application Form from our website. If you cannot download, please call us to receive a copy by mail. Applications will be accepted on a rolling basis until positions are filled, with priority given to those individuals who have completed their application by April 15. Deadline: 9-5-2003, Organization: CYO Outdoor Programs - Caritas Creek, Contact Person: Josh Seitchik, Program Director, Phone: 707-874-0200, E-Mail: praia@cyosf.org Mailing Address: P.O. Box 188, Occidental, CA 95465

Teacher, Full Time Faculty Member- John Dorr Nature Laboratory is one of the four campuses of the Horace Mann School, and is the school's outdoor education center. The school is a private, coeducational day school located in New York City and is comprised of 1740 students in nursery years through high school. The Dorr Lab is located on 100 acres of land in Washington, Connecticut, a small community in the western part of the state. The rural setting of the campus provides ideal sites for recreation and adventure and environmental education programs. Programs are conducted for students from nursery years through the twelfth grade and last from one to eight days. All the programs are designed to enhance the curriculum at the school. The programs at each grade level are distinct in themselves; however, the one thread that runs through all of the programs is that they are designed to emphasize the cooperative aspects of living and learning as opposed to competition and individualization. RESP: As a full-time faculty member of the school, the individual who fills this position will be teaching in all the programs at the Dorr Lab. QUAL: A Bachelor's degree is required. The position requires a person who enjoys teaching students of all ages, and who has experience in the following areas: teaching adventure and environmental education; experience facilitating group/problem solving; experience with rock climbing and rope courses; backpacking and winter camping; ability to work closely with others as well as alone on projects; and Wilderness First Responder training. AVAIL: The job begins on August 5, 2003. Annual Salary: \$25,000 - 40,000, Deadline: 6-11-2003, Organization: Horace Mann School John Dorr Nature Laboratory, Contact Person: Glenn Sherratt Phone: (860) 868-2230, E-Mail: Glenn.Sherratt@horacemann.org, Mailing Address: Glenn Sherratt Director John Dorr Nature Laboratory Horace Mann School P.O. Box 290 Washington Depot, CT 06794-0290

Student Program Coordinator- Earthwatch Institute, an international, non profit organization with an established 20 year reputation in the area of public participation in scientific field research. The Education Department receives grants from foundations to place K - 12 teachers and high school students on Earthwatch field research projects. The SPC is responsible for overseeing the application and selection process, award notification, project selection and fielding, and follow-up for all high school and undergraduate student fellows. Assist Manager with marketing, recruitment and network development. Interface with Research department to monitor SCAP project development; the Volunteer Program to place fellows on appropriate expeditions; Finance to track all expenses; and Development to provide donor feedback. The successful candidate should have a BA or BS degree with 1 - 2 years of work experience. In addition to: • Database management experience • Excellent phone skills and the wherewithal to spend a lot of time on the phone •

Ability to prioritize and juggle a variety of tasks • Well organized • Ability to interface with multiple departments • Interest and the ability to relate to high school students • Good writing skills • Prior experience in an educational or camp setting desirable Salary range \$24,000 - \$26,000. Send cover letter and resume to hr@earthwatch.org; fax to 978-897-0935. Deadline: 6-15-2003, Organization: Earthwatch Institute, Contact Person: Tara Carey, Phone: 978-461-0081 ext. 170, E-Mail: hr@earthwatch.org Mailing Address: P.O. Box 75, Maynard, MA 01754-0075

Ropes Course Specialist- To plan, direct, and supervise all aspects of the Adventure/Ropes Course program at Wildwood in accordance with the Society's educational goals and objectives. Maintain a program that is run in a safe manner and meets all standards set by American Camping Association & other professional organizations. Qualifications: Background in Environmental/ Outdoor Education or related field. At least six weeks experience in a management or supervisory capacity in similar type of activity in low and high ropes course elements. Demonstrated ability to properly use equipment on ropes course (Project Adventure certified applicants preferred). Demonstrated leadership ability and ability to make sound judgments in the field. Certifications in First Aid and CPR. Position requires the ability to teach programs on trails and rough terrain. Dates of Employment: approximately late-May through September 1, 2003 Salary: \$320-\$450, based on experience and certifications Deadline: 6-10-2003, Organization: Wildwood-Massachusetts Audubon Society, Contact Person: Director, Phone: 781-259-2180, E-Mail: cshire@massaudubon.org, Mailing Address: 208 South Great Road, Lincoln, MA 01773

Program Instructors- YMCA Storer Camps in Jackson, MI is currently seeking individuals to teach 4th-8th grade students in our residential Outdoor Environmental Education program. The main responsibilities include instruction and leadership in Natural Science, Environmental Awareness, Cultural History and Adventure Education. Requires applicant to have a Bachelor's Degree in Education, Environmental Education, Recreation, Science or a related field. Salary: \$220.00-\$250.00 per week including room and board. This is a seasonal, full-time position available August 17, 2003 to June 4, 2004. Deadline: 8-14-2003, Organization: YMCA Storer Camps, Contact Person: Jim Willford, Phone: 800-536-8607, E-Mail: assocexedir@voyager.net, Mailing Address: 7260 South Stony Lake Road, Jackson, MI 49201

Naturalist- Geneva Park District, Geneva, Illinois USA, Job Type: Full Time, Duties: Plan, organize, and facilitate environmental education programs and special events at Peck Farm Park (a 378-acre nature preserve with active and passive recreational opportunities) with an emphasis in cultural and natural history for individuals and groups of all ages, including school, scout, and birthday party groups, families, preschoolers, summer camps, and adults. Create and maintain exhibits and displays. Assist with Butterfly House operations and volunteer program. Care for captive educational animals. Assist with natural areas maintenance. General maintenance of Peck House and office duties. Qualifications: Bachelors degree in Environmental Education, Natural Resources, Biological Sciences or Teaching. 1-3 years of experience leading natural history, interpretative, and environmental education programs. Familiarity with principles and techniques of interpretation and environmental education curricula. Excellent communication skills, both verbal and written. Experience with public speaking. Enthusiasm, reliability, ability to take initiative and flexible schedule required. Experience handling and caring for captive animals, such as fish, amphibians, reptiles, and invertebrates. Compensation: The salary range for this full-time position is \$28,000 - \$32,000 annually, with benefits. Schedule will fluctuate with season, program and/or office needs. Due to the nature of the work, evening, weekend, and holiday hours are required. Regular hours are: Tuesday - Friday 8:00 am - 5:00 pm, Saturday 10:00 am - 5:00 pm. The anticipated starting date is Tuesday, July 8, 2003. Application Instructions: Please send a cover letter and résumé to: Geneva Park District, Attn Michael Kirschman, 710 Western Ave, Geneva IL 60134-2986

Program Director- Provide leadership and support of Wildwood camp program. Support programmatic and administrative aspects of camp in accordance with the Society's goals. Assist in the implementation of Health and Safety guidelines in accordance with state and local regulations. Assist in the planning and implementation of all program standards required to maintain American Camping Association accreditation. Qualifications: Background in Environmental/ Outdoor Education or related field. Two seasons teaching experience in a Residential Environmental Education or camp setting. Demonstrated leadership ability and ability to work as part of a dynamic team. Certifications in First Aid and CPR. Position requires the ability to teach programs on trails and rough terrain. This position requires that you live in residence over the summer. Dates of Employment: approximately late-May through September 1, 2003 Salary: \$320-\$450, based on experience and certifications, Deadline: 6-10-2003, Organization: Wildwood-Massachusetts Audubon Society,

Contact Person: Director, Phone: 781-259-2180, E-Mail: cshire@massaudubon.org, Mailing Address: 208 South Great Road, Lincoln, MA 01773

Professional Naturalist Fellowship-Duration: 12 positions run August 25, 2003 through June 4, 2004 Hours: Full Time (~ 43 hours per week) including a rotation of evenings and weekends. Responsibilities: Attendance at two-week training period and ongoing naturalist training seminars. Coordinate and lead residential and day-use programs for visiting groups. Teach large and small groups in adventure and environmental programs. Attend staff meetings and other professional workshops. Assistance with curriculum, program development, and other areas as needed by a growing, non-profit school. Requirements: B.A. or B.S. degree, related field preferred. Live on-site. Experience working with children. High level of self-motivation and enthusiasm; an eager ness and willingness to learn. Current CPR and Standard First Aid certification. Comfortable in moving water, able to hike long distances, and willing to operate and participate in high ropes courses and rock a climbing wall. Compensation: Room and board for the duration of the fellowship - \$600 monthly stipend. Paid participation in select professional development opportunities Closing Date: When filled-interviews begin March To Apply: Please send a letter of interest, resume, most recent college transcript, completed application (please inquire or complete online) and contact information for at least three references, Annual Salary: \$0-9,999, Deadline: 9-1-2003, Organization: Eagle Bluff Environmental Learning Center, Contact Person: Fellowship Coordinator, Phone: 507-467-2437, E-Mail: fellowship@eagle-bluff.org, Mailing Address: Eagle Bluff ELC, Rt. 2 Box 156A, Lanesboro, MN 55949

Part-Time AmeriCorps Member- Teaching natural history programs; • Leading guided school field trips, nature walks, & visitor programs; • Helping develop and/or revise educational programs; • Representing VINS at community events and fairs; • Developing and implementing special projects of choice. Qualifications: • Teaching experience; • Knowledge of New England natural history; • Public speaking and writing skills; • Ability to work independently and as part of a team; • Organizational skills and work ethic; • Willingness to work some evenings and weekends if needed; • College degree preferred; • Ages 17 or older; • U.S. citizen. U.S. national, or lawful permanent resident alien of U.S.; • Willingness to have background check. Start and End Dates: September 17, 2003 - August 29, 2004 Stipend: \$6,147 stipend plus \$2,362 education award (pre-tax) for 900 hours of service over 11-month period Application Deadline: Received by June 6, 2003 To Apply Send a cover letter, résumé, 2 letters of reference, and a list of 3 references to Linda Garrett In your cover letter, please respond to the following questions: 1) How will this service opportunity further your professional goals? 2) Explain relevant work and/or personal experiences you have had that would qualify you for an environmental education position at VINS. 3) Describe the skills and talents that you could contribute to this position. 4) Describe the experiences and skills you wish to gain from this opportunity. Annual Salary: \$0-9,999, Deadline: 6-6-2003, Organization: Vermont Institute of Natural Science, Contact Person: Linda Garrett, Phone: 802-229-6206, E-Mail: lgarrett@vinsweb.org, Mailing Address: North Branch Nature Center, 713 Elm Street, Montpelier, VT 05602

Outdoor Science School Instructor- Instructors needed for a five day residential Outdoor Science School program. Instructors act as both counselors and science instructors to 5th and 6th grade students. Instructors work at one of 6 beautiful San Bernardino Mountain sites. On trails, Instructors teach: forest ecosystems, geology, astronomy, wildlife adaptations, and local history. Instructors are responsible for 10-15 students per week - getting them to meals and daily activities on time, putting them to bed each evening, and being a positive role model. Along with staff, students also participate in fun camp-like activities such as: singing songs, playing games, doing crafts, skit night, and a square dance. Full time positions available Monday 10:00 am - Friday 12:00 pm. Time off varies throughout the week. Positions start early Sept. 2002 and end early June, 2003.**We are always looking for qualified applicants. Even if you're reading this mid-season, apply!** Salary is \$428.00 per 5-day week plus room and board Mon.-Fri. Limited medical benefits available. Not provided. It is not expected that we expect our staff to be professional workers. We love the outdoors. Ann...ge County Dept. of Education... Hughes, Phone...marla@ocoss.c... Mentone Blvd...

Outdoor Program Coordinator (3)

positions)- Description: Company: The Riekes Center is a non-profit mentoring organization that offers programs in athletic fitness, creative arts, and nature studies. Nature Studies programs touch 4 areas: Adventure, education, service, and community. Our purpose is to bring about the joy of connecting to and having experiences within the natural world through "dirt-time" and immersion based opportunities, whether it's in a student's backyard or within a vast wilderness setting. In addition we aim to foster a positive and low student-to-instructor mentoring culture that aims to meet all students goals and interests within nature studies. Job Description: The Riekes Center Nature Studies Department is looking for self-motivated and qualified members to complete our team. Each team member must possess a variety of competencies including: naturalist, educator, program development, marketing and outreach, volunteer coordination, administration, trip leadership skills, parent and teacher interaction, and more. As a member of our team you will play a key role in the future development and direction of our department. A sense of ownership and the ability to make things happen are very important for this position. Please e-mail jhartje@rieke.org for complete job posting and qualifications list prior to submitting application package. Deadline: 6-13-2003. Organization: Riekes Center for Human Enhancement, Contact Person: Jeremy Hartje, Phone: (650) 298-3405, E-Mail: jhartje@rieke.org, Mailing Address: 3455 Edison Way Menlo Park, CA 94025

Outdoor Fun Instructor- Teach EE, team work, & outdoor skills to school kids, families & adults on FUN-Tastic Lake George in the Adirondacks. Annual Salary: , Deadline: 8-1-2003. Organization: YMCA Camp Chingachgook, Contact Person: Kenis sweet, Phone: 518 656-9462, E-Mail: ksweet@cdymca.org, Mailing Address: 1872 Pilot Knob Road, Pilot Knob, NY 12844

Outdoor/Environmental Education Instructors- A residential program in the Blue Ridge Mountains of Western NC is looking for enthusiastic instructors who enjoy working with youth and have a desire to teach in an outdoor setting. RESP: Teaching natural history classes such as Forest Ecology and Pond/Stream Study; environmental awareness; new games and initiatives; high ropes; rock climbing; multi-day wilderness backpacking and rock climbing expeditions; and program development. QUAL: Bachelor's degree in Education, Recreation, Biology, or a related field; experience working with youth. BNFTS: \$200/wk DOE; room and board; limited medical benefits; comprehensive training; options for summer work. Annual Salary: See Job Description, Deadline: 7-10-2003 Organization: Mountain Trail Outdoor School, Contact Person: Paul Bockoven, Phone: 828-692-9136, E-Mail: mtos@kanuga.org Mailing Address: P.O. Box 250, Hendersonville, NC 28793

Outdoor Education Instructor- Description: Outdoor Education Instructor/Summer Camp Counselor: Outdoor Education sessions in spring (April/May) and fall (September/October). Summer season of eight weeks, beginning in early June. Employees may work a portion of the season or overlap sessions. Location: High Hope Camp, Clear Lake, Fremont, Indiana. Qualifications: Enthusiasm and respect for nature and children; willingness to learn; motivated; good work ethic. Experience/training in education, recreation, or sciences helpful. CPR, First Aid and/or Lifeguard certification helpful. Familiarity/comfort with horses helpful. Duties: Instruct, from established curriculum, elementary and middle-school age youth in hands-on courses which can include dendrology, ornithology, wetland investigation, ecology, compass orienteering, wilderness survival, tracking, canoeing, horsemanship, archery, screen printing, etc. Assist in night hikes, bonfires. Assist in light maintenance and meals. Internships are also available. Spring/fall positions do not involve weekend responsibilities or overnight supervision of campers. \$600 to 800 a month plus room and board. How to Apply: application and resume. Deadline: 10-1-2003, Organization: High Hope Camp, Contact Person: Bill or Kathy Shuman, Phone: 260-495-2042, E-Mail: shuman@locl.net, Mailing Address: 121 Outer Drive, Clear Lake, Fremont, IN 46737

Nature Program Instructor- Description: Beaver Summer Programs is a coed day and specialty camp for children ages 3 to 15. We are accredited by the American Camping Association and have been in operation for over 50 years. The 2003 camp season runs from June 23 until August 15, split up into 2 week sessions. Our environmental education program is dedicated to increasing awareness and developing skill and traits needed to turn that awareness into action. Instructors are paired up to lead groups of 12 campers aged 7 to 11 on day trips throughout the greater Boston area and occasional overnights in New Hampshire and western Massachusetts. Sample program activities include canoeing the Ipswich River, hiking Mt. Monadnock, exploring Marblehead's

tidal pools, etc. Qualifications: Minimum age 21; desire and ability to work with children in the outdoors; background and training in environmental education and ability to teach related skills; proven ability to lead and manage groups; strong leadership/outdoor skills; sense of humor; current CPR/Advanced First Aid (WFR and LGT preferred); driver's license. Salary/Benefits: \$3500 to \$4000 for 8 week season; Swim and Tennis Club membership; full tuition remission for children. Annual Salary: See Job Description, Deadline: 6-15-2003, Organization: Beaver Summer Programs, Contact Person: Nat Saltonstall, Phone: 617-738-2763, E-Mail: camp@beavercds.org, Mailing Address: 791 Hammond St., Chestnut Hill, MA 02467

Naturalist- Description: The Barrier Island Program, a residential environmental education camp emphasizing hands-on teaching, is currently accepting resumes and applications for 13 Naturalist positions. Located 25 miles south of Charleston on Seabrook Island in South Carolina, we teach about the natural ecology of a South Carolina barrier island to students of all ages from throughout the Southeast. We teach a variety of classes which include marine ecology, herpetology, ornithology, forest ecology, as well as a low ropes course. Annual Salary: Not available, Deadline: 7-1-2003. Organization: Barrier Island Environmental Education Center, Contact Person: Jim Koenig or Rebecca Hodnett, Phone: (843) 768-1337, E-Mail: bieec@aol.com, Mailing Address: Barrier Island Environmental Education Program, 2810 Seabrook Island Road, Johns Island, SC 29455

Native Plant Nursery Outreach and Seed Collection Intern- Description: The GGNRA Nursery System seeks an intern to assist in native plant production, seed collection and volunteer outreach at the Marin Headlands Native Plant Nursery. The nursery offers modern horticultural facilities overlooking the Pacific Ocean at Rodeo Beach, as well as the opportunity to participate in cutting edge ecological restoration projects with community based programming. The intern will support almost every facet of operating and managing the nursery including plant propagation, seed collection, volunteer management, youth education, land stewardship and facility management and improvement. The intern will have great opportunities to learn the flora of the GGNRA, fundamental nursery and restoration skills, identification of plant species through botanical keys, and other aspects of community based land stewardship. Duties: -Coordinate and facilitate volunteer outreach efforts -Lead propagule collection for restoration projects -Co-lead volunteers work days twice per week -Assist with plant propagation and maintenance -Manage park restoration database entry -Perform tasks related to facility improvements and maintenance Start Date: August 1st, 2003. Position is 40 hours a week, 8-12 month commitment. Housing provided. Interns receive \$75 per week for out-of-pocket expenses. To apply, send a cover letter and resume to Erin Heimbinder at the Golden Gate National Park Association, Building 1064, Fort Cronkhite, Sausalito, CA 94965. For more information, call or e-mail Erin at (415) 332-5193 / eheimbinder@parksconservancy.org.

Native Plant Nursery Environmental Education Intern- Description: The GGNRA Nursery System seeks an intern to assist in native plant production and environmental education at the Marin Headlands Native Plant Nursery. The nursery offers modern horticultural facilities overlooking the Pacific Ocean at Rodeo Beach, as well as the opportunity to participate in cutting edge ecological restoration projects with community based programming. The intern will support almost every facet of operating and managing the nursery including plant propagation, seed collection, volunteer management, youth education, land stewardship and facility management and improvement. Duties: -Coordinate and lead 1-2 nursery based education programs each week -Co-lead volunteers work days twice per week -Work with Nursery Staff to provide support for the propagation of native plants for restoration projects. -Collect, process, and store plant materials for propagation following strict ecological standards throughout. -Manage park restoration database entry -Perform tasks related to facility improvements and maintenance Start Date: August 1st, 2003. Position is 40 hours a week, 8-12 month commitment. Housing provided. Interns receive \$75 stipend per week for out-of-pocket expenses. To apply, send a cover letter and resume to Erin Heimbinder at the e-mail or mailing address provided. For more information, call or e-mail Erin at (415) 332-5193. Annual Salary: See Job Description , Deadline: 6-8-2003, Organization: Marin Headlands Native Plant Nursery, Contact Person: Erin Heimbinder, Phone: 415-332-5193, E-Mail: eheimbinder@parksconservancy.org, Mailing Address: Golden Gate National Parks Conservancy Building 201, Fort Mason, San Francisco, CA 94123

Summer Intern - The Living Classrooms Foundation is a non-profit educational organiza-

tion that provides hands-on, interdisciplinary learning programs in challenging environments for young people. Living Classrooms Foundation seeks enthusiastic individuals who are interested in joining a team of dedicated professionals to work with a variety of youth for the summer. Programs include boating and camping along the shores of the Bay with students for the summer. Qualified applicants must possess a strong commitment to the education of all students, be motivated self-starters, function successfully as part of a team, and maintain a desire to work in a challenging and fun environment. Contact: Living Classrooms Foundation, Lisa Jones, 802 S. Caroline St., Baltimore, MD 21231. Phone: 410-685-9043. Email: lisaj@livingclassrooms.org. Close Date: June 1, 2003.

Naturalist-Intern - Lead 4-6th grade students on hikes to study env. science, Mewuk culture, sensory awareness, cavern & giant sequoia habitats. Learn all aspects of a residential outdoor ed. program in a well-supervised training program. 4 weeks of paid training, then weekly inservices. Training goes beyond site specific duties, includes natural history, educational methodology, and extensive career counseling. Supportive and nurturing staff places emphasis on fun and learning for students and each other. Avail: School year 2003-04. Benefits: \$54.00/day + room, board, health care fund, Workers Comp. Opportunities exist for extra \$\$ for w/e, p.m. work as site host and counselor trainer. Paid professional conference & paid site visits to other outdoor schools. Pro Deal accounts. Location: Foothill Horizons Outdoor School, Sonora, CA. 2500' elevation. Teach and live on 143 beautiful acres w/ perennial creek, school garden, cob/strawbale greenhouse. Access to Yosemite, wilderness areas, skiing and town. Min. Qual: College degree, exp. working with children. Background in science, natural history, or education, WFA/R encouraged. Appl: Letter of interest, résumé, 3 recent letters of reference, demonstration of teaching. Foothill Horizons is a division of the Stanislaus County Office of Education. Foothill Horizons Outdoor School, Dan Webster, 21925 Lyons Bald Mtn Rd, Sonora, CA 95370. Phone: 209 532-6673. E-Mail: foothill@sonnet.com. Close Date: May 30, 2003.

Summer Jobs with International Teens - Looking to develop your international appeal, or want an exciting professional development opportunity? Then join our international team at the Global Youth Village. Every summer, a dynamic environment is created that emphasizes experiential learning and challenges youth to turn cross-cultural theory into practical action. This year 60 teens and 25 staff from around the world will participate. Workshops address issues concerning young people today: war & peace, distribution of world resources, prejudice & the effects of social pressures. Cultural programming and cooperative living help participants learn to respect differences and discover similarities that transcend cultural, religious, political, & language barriers. Jobs open for teachers, trainers, counselors, rock climbing instructor, lifeguards, food service staff and more! Seasonal only: June 18 - July 23, 2003. All positions are full-time, residential. Salary plus housing & meals provided. Please visit web site for details. Legacy International, Attn: Leila Baz, 1020 Legacy Drive, Bedford, VA 24523. Phone: 540-297-5982. E-Mail: staff@legacyintl.org. Close Date: May 30, 2003.

Intern/Peer Resident Overseer - Kieve's Leadership Decisions Institute, a leader in adventure-based, experiential education and prevention is seeking compassionate, caring and energetic people to oversee our ropes course, facilitate activities, provide cabin supervision, and act as a positive role model to countless young people. Opportunities exist for 4 month seasonal positions and 10-month internships. Harry Coldreck, 42 Kieve Road, PO Box 169, Nobleboro, ME 04555. Phone: 207 563-6212. Email: harryc@kieve.org. Close Date: Until Filled.

Intern/Naturalist - YMCA Camp Campbell Outdoor Science School is located in the heart of the Redwoods, about 18 miles north of Santa Cruz. We are a residential outdoor education program, serving 5th and 6th graders- mostly from the San Jose area (a very diverse population). We use credentialed Field Teachers who design and implement a fun, hands-on learning experience from beginning to end. Naturalists complete our teaching team by first completing a 10-12 week internship with one of our head Field Teachers. After successful completion of this program, they will "graduate" to developing their own lessons and leading their own groups for the remainder of the school year. This allows educators without a teaching credential to work along side credentialed teachers, further developing their skills, and helping them to determine of obtaining a credential is for them. This position requires a bachelors degree, experience working with children, and current first aid and CPR. Benefits include a weekly salary (please call for more information), paid training/conferences, retirement (after one year), full housing, and board (during the program). To apply, please mail or email your

resume and cover letter. Contact: YMCA Camp Campbell Outdoor Science School, Kara Walker, 16275 Highway 9, Boulder Creek, CA 95006. Phone: 831-338-8831. Email: kwalker@scvymca.org. Close Date: September 1, 2003.

Shipboard Crew - This is an excellent entry-level position. Responsibilities include assisting Captain in operation and maintenance of vessel, assistance in implementation of daylong educational programs, provisioning for crew of 3. This is an unlicensed position in which attitude and willingness to work and learn outweigh the value of extensive prior experience. Seasonal: Mid March - November 1. Deckhand/Educator: schooner Lady Maryland. Responsibilities include working with the captain, mate and education staff to assure safe vessel operations and effective implementation of 1-day to 10-day educational programs. Seasonal: Late February - Thanksgiving. Weekend Mate: skipjack MINNIE V. Responsibilities include running vessel during Thursday evening charters and weekend public harbor tours. Requirements include desire to work with public, interest in local history, good sense of humor and patience. Regular salary plus weekly performance incentives. Seasonal: mid May - late September. Contact: Living Classrooms Foundation, Lisa Jones, 802 S. Caroline St., Baltimore, MD 21231. Phone: 410-685-9043. Email: lisaj@livingclassrooms.org. Close Date: June 1, 2003.

Summer Nature Camp Teacher - Coordinate and teach a nature nature day camp at 150-acre Nature Center in Englewood, New Jersey. Develop programs, curriculum materials and create a fun, learning atmosphere for children in first through sixth grades in week-long sessions for three age levels. The outdoor program is based on awareness and appreciation of the natural world at a 150-acre natural setting in suburban New Jersey. Qualifications: College training in environmental education, environmental science, elementary education, or a related field. Prior experience teaching young children in an outdoor setting required and a familiarity with various teaching techniques and curriculum materials. Essential is a caring attitude toward children and a love of the outdoors. Various weeks from late-June to mid-August 2003, Monday - Friday 9 a.m. to 4 p.m. weekdays. Salary: Commensurate with experience. No housing available. Organization: Flat Rock Brook Nature Center. Contact Person: Madeline Dennis. Phone: 201-567-1265. E-Mail: jobs@flatrockbrook.org. 443 Van Nostrand Avenue, Englewood, NJ 07631. Close Date: May 30, 2003.

Cavern Naturalist - Are you an enthusiastic, outgoing, nature lover who is seeking the summer experience of a lifetime? Apply now for one of four positions available for the 2003 season at Boyden Cavern in the spectacular Sequoia National Monument, in the heart of Kings Canyon. You will learn about the unique natural cavern environment, give interpretive tours to visitors, help run the visitors center and assist with maintenance. The season runs from mid-April through mid-November, but we can be flexible with guide's availability dates. Housing is provided, so a willingness to live with co-workers and work as a team is required. Contact: John Scott Lamb at 559-259-8744, or reka@cavernstours.com. PO Box 78, Vallejo, CA 95251. Close Date: June 15, 2003.

Program Communications Director - National Wildlife Federation, one of the leading environmental organizations, seeks a dynamic individual to lead its Program Communications Department. Will be responsible for working cooperatively with all other departments in the development of messages and use of communication tools. The PCD will work toward enhancing visibility of NWF and its programs in leading national publications, including a focus on media with outreach to diverse audiences. The PCD will also train and mentor the departmental and other staff to develop and execute cutting-edge and proactive communication strategies and tactics. Minimum qualifications: Bachelor's degree in an required. Ten years of progressively responsible experience in public relations, public affairs or journalism, with a minimum of seven years experience directing senior and junior-level staff in a successful public affairs operation. Requires superior analytical, writing, verbal and management skills; Strong communication and leadership skills and demonstrated ability to collaborate and coordinate effectively and efficiently. NWF offers an excellent benefits package. Submit resume with salary requirements indicating job #1536. Contact: National Wildlife Federation, 11100 Wildlife Center Drive, Reston, VA 20190. Email: jobopp@nwf.org. Close Date: Until Filled.

Outdoor Education Instructor - Outdoor Education sessions in spring (April/May) and fall (September/October). Summer season of eight weeks, beginning in early June. Employees may work a portion of the season or overlap sessions. Location: High Hope Camp, Clear Lake, Fremont, Indiana. Qualifications: Enthusiasm and respect

for nature and children; willingness to learn; motivated; good work ethic. Experience/training in education, recreation, or sciences helpful. CPR, First Aid and/or Lifeguard certification helpful. Familiarity/comfort with horses helpful. Duties: Instruct, from established curriculum, elementary and middle-school age youth in hands-on courses which can include dendrology, ornithology, wetland investigation, ecology, compass orienteering, wilderness survival, tracking, canoeing, horsemanship, archery, screen printing, etc. Assist in night hikes, bonfires. Assist in light maintenance and meals. Internships are also available. Spring/fall positions do not involve weekend responsibilities or overnight supervision of campers. \$600 to 800 a month plus room and board. How to Apply: application and resume. Contact: Bill or Kathy Shuman, High Hope Camp, 121 Outer Drive, Clear Lake, Fremont, IN 46737. Phone: 260-495-2042. E-Mail: shuman@locl.net. Close Date: October 1, 2003.

Summer Camp Instructor - Summer Instructor Position Jean Ellen duPont Shehan Audubon Sanctuary, a 950-acre National Audubon Society education center located on the Eastern Shore of Maryland seeks Summer Camp Instructors. Responsibilities include developing and implementing hands-on environmental education programs for seven weeks of our summer nature camp; developing and implementing evening and weekend family programs and assisting volunteers. Requirements: At least 2 years education in Biology or related field. Experience teaching in formal or nonformal setting. CPR and First Aid certified. Must have high energy, self-motivation and good sense of humor! Personal vehicle required. Stipend: \$200/week plus on site housing. Duration: June 23 - August 15, 2003. Send cover letter and resume to address provided. Fax: 410/745 9230 Email: cbarber@audubon.org. Close Date: May 30, 2003.

Cabin Leader Coordinator/Program Aide - YMCA Camp Campbell Outdoor Science School is located in the heart of the Redwoods, about 18 miles north of Santa Cruz. We are a residential outdoor education program, serving 5th and 6th graders-mostly from the San Jose area (a very diverse population). We use high school volunteers as cabin leaders for the week, supervising students overnight in the cabin, and assisting our Field Teachers with group management during the day. Our Cabin Leader Coordinator/Program Aide, along with one other Coordinator, recruits cabin leaders, trains them, and provides additional supervision and support throughout the week. This position also assists with recreational and evening program/activities, as well as other program responsibilities. This position requires a bachelors degree, strong communication skills, experience working with teens, and first aid and CPR. Benefits include \$65/day, paid trainings/conferences, retirement (after one year), full housing, and board during the program. To apply, please mail or email your resume and cover letter to: Kara Walker, 16275 Highway 9, Boulder Creek, CA 95006. Phone: 831-338-8831. Email: kwalker@scvymca.org. Close Date: September 1, 2003.

Field Teacher - YMCA Camp Campbell Outdoor Science School is located in the heart of the Redwoods, about 18 miles north of Santa Cruz. We are a residential outdoor education program, serving 5th and 6th graders- mostly from the San Jose area (a very diverse population). Our credentialed Field Teachers develop and teach their own curriculum based on the California State Science Frameworks for groups of 20-25 students. They are expected to safely lead hikes, lessons, and activities; work one or two evenings per week; assist in the supervision of our volunteer high school cabin leaders; as well as other logistical program responsibilities. This position requires a current teaching credential, 2 years of related experience, and current first aid and CPR. Benefits include \$2500/month, medical, dental, retirement (after one year), paid vacations, as well as paid training/conferences. To apply, please mail or email your resume and cover letter to: Kara Walker, 16275 Highway 9, Boulder Creek, CA 95006. Phone: 831-338-8831. Email: kwalker@scvymca.org. Close Date: September 1, 2003.

Marine Physics and Engineering Educators - The Living Classrooms Foundation is a non-profit educational organization that provides hands-on, interdisciplinary learning programs in challenging environments for young people. Living Classrooms Foundation seeks enthusiastic individuals for the positions of Marine Physics and Engineering Instructors who are interested in joining a team of dedicated professionals to work with gifted and talented youth for 6 weeks this summer. Qualified applicants must possess a strong commitment to the education of all students, be motivated self-starters, function successfully as part of a team, and maintain a desire to work in a challenging and fun environment. Physics and/or Engineering knowledge is required. Positions are for the summer only, June 16 - August 8, 2003. Pay commiserate with experience. There may be housing available as well. Course Description



Water Watch Organizer- AmeriCorps

PIRG (Public Interest Research Group)
Entry Level
Massachusetts

As a Water Watch Organizer, you lead clean water programs, educate and empower college students, train new leaders, and build a strong organization that's capable of tackling the problems that confront our society.

Community Water Watch organizers engage in the following activities both on campus and in the community: (on back of page)

POSITION DESCRIPTION

***ORGANIZING COMMUNITY WATERWAY CLEAN UPS:**
Community Water Watch works to remove trash and debris from riverbanks while raising community awareness of local water quality problems through community waterway cleanups. AmeriCorps members work side by side with hundreds of community volunteers and students to restore waterways through trash removal and vegetation restoration projects.

***DEVELOPING AND RUNNING CAMPUS AND COMMUNITY EDUCATION PROGRAMS:**
AmeriCorps members will work to educate and train college students, children, and community members about the state of local water quality and steps that people can take to make an impact. Members will work to develop and organize campus and community wide education forums as well as conduct hands on environmental education programs for K-12 students in local schools.

***STREAM MONITORING**

***ORGANIZING LOCAL WATER WATCH GROUPS:**

***QUALIFICATIONS:**
Massachusetts Community Water Watch seeks creative, personable, bright, independent, and hard-working people from a variety of backgrounds to fill full-time AmeriCorps positions. AmeriCorps members work 45-60 hours a week and must complete a minimum of 1700 hours of service within 9 months. Most applicants have college or advanced degrees. However, exceptional applicants with high school diplomas or some college may be considered.

***TRAINING:**
We offer an in-depth training program on environmental skills, service-learning, and professional training. In conjunction with the State PIRGs, MACWW seeks to train organizers in public speaking, campaign planning, leadership development, volunteer recruitment, media relations, coalition building, community building, and more.

***BENEFITS:**
This position includes a modest living allowance, health care, and a \$4,725 educational award upon completion.

***HOW TO APPLY:**
If you are interested in applying for a position, please send a cover letter and resume to:

available at: <http://www.jhu.edu/gifted/ctysummer/catalogs/caa/science/mpye.htm>. Contact: Living Classrooms Foundation, Lisa Jones, 802 S. Caroline St., Baltimore, MD 21231. Phone: 410-685-9043. Email: lisaj@livingclassrooms.org. Close Date: June 1, 2003.

Outreach Director - Full-time position with non-profit global issues education organization. Responsible for program outreach, curriculum presentation, and action project program development and coordination. Please see complete job description on our website. Facing the Future: People and the Planet (FTF) is a non-profit organization providing teachers, students, and the public with dynamic and successful global issues education and action opportunities to shape our future. Our programs address the interconnected issues of population, poverty, consumption, peace & conflict, and the environment. We achieve our mission by researching and writing curriculum materials that meet educational standards, encouraging and supporting the participation of students and the public in action and service learning projects, and delivering educational resources through local, national, and international educator conferences, school district in-services, university pre-services, our award winning websites, and strategic partnerships. Annual Salary: \$25,000 - 40,000. Contact: Heidi Radenovic, 811 First Ave. Suite 454, Seattle, WA 98104. Phone: 206 264-1503. Email: office@facingthefuture.org. Close Date: Until Filled.

Summer Crew and Educators - The Living Classrooms Foundation is a non-profit educational organization that provides hands-on, interdisciplinary learning programs in challenging environments for young people. Living Classrooms Foundation seeks enthusiastic individuals who are interested in joining a team of dedicated professionals to work with a variety of youth for the summer. Qualified applicants must possess a strong commitment to the education of all students, be motivated self-starters, function successfully as part of a team, and maintain a desire to work in a challenging and fun environment. Contact: Living Classrooms Foundation, Lisa Jones, 802 S. Caroline St., Baltimore, MD 21231. Phone: 410-685-9043. Email: lisaj@livingclassrooms.org. Close Date: June 1, 2003.

Outdoor Program Educator and Administrator (3 positions) - The Riekes Center is a non-profit mentoring organization that offers programs in athletic fitness, creative arts, and nature studies. Nature Studies programs touch 4 areas: Adventure, education, service, and community. Our purpose is to bring about the joy of connecting to and having experiences within the natural world through "dirt-time" and immersion based opportunities, whether it's in a student's backyard or within a vast wilderness setting. In addition we aim to foster a positive and low student-to-instructor mentoring culture that aims to meet all students goals and interests within nature studies. Job Description: The Riekes Center Nature Studies Department is looking for self-motivated and qualified members to complete our team. Each team member must possess a variety of competencies including: naturalist, educator, program development, marketing and outreach, volunteer coordination, administration, trip leadership skills, parent and teacher interaction, and more. As a member of our team you will play a key role in the future development and direction of our department. A sense of ownership and the ability to make things happen are very important for this position. Please e-mail jhartje@riekes.org for complete job posting and qualifications list prior to submitting application package. Contact: Riekes Center for Human Enhancement, Jeremy Hartje, 3455 Edison Way, Menlo Park, CA 94025. Phone: (650) 298-3405. E-Mail: jhartje@riekes.org. Close Date: June 13, 2003.

Extension 4-H Center Program Coordinator - The 4H Youth Development Center of the Alabama Cooperative Extension System located in Columbiana, Alabama is seeking candidates for the position of Program Coordinator. For further details including a summary of the duties and responsibilities and minimum requirements, please visit our website at www.aces.edu/hr. Contact: Alabama Cooperative Extension System, Sandra Specer, 104 Duncan Hall, Auburn University, AL 36849. Phone: (334) 844-5324. Close Date: May 30, 2003.

Outdoor Science Teacher - The L.A. County Outdoor Science School is a residential outdoor education program specializing in hands-on learning of ecosystem science concepts. The school operates at three locations in the San Gabriel, Santa Monica, and San Bernardino mountains north of Los Angeles, California. Duties: Experiential outdoor teaching of fifth and sixth grade students in principles of ecosystem science with topics such as wildlife habitat, plant adaptation, human ecology, ecosystem comparison, basic astronomy, geology, and soils. Outdoor Science Teachers will also lead evening programs, provide occasional student supervision, and train

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and supervise volunteer cabin leaders. Other duties common to residential outdoor education programs may be assigned as needed. Education: BA/BS in life science (biology, botany, zoology, etc.), natural resources (emphasis in interpretation or education), environmental science, relevant physical science (geology, astronomy, etc.) or other comparable fields. Course work should include general ecology, botany, geology, earth science, and natural history field experience. First Aid/Emergency Care and CPR Certifications are required while employed. Naturalists must be physically able to lead teaching hikes in a semi-wilderness setting. Previous outdoor school teaching experience required. Ability to deal patiently and constructively with children and teens. Good personal and group communication skills are essential. Ability to sing and/or play musical instrument is desired, but not required. Willingness to work irregular hours. Annual Salary: \$10,000 - 24,999. Los Angeles County Outdoor Science School, Gary Widdison, 9300 Imperial Hwy, Downey, CA 90242-2890. Phone: 562-922-6334. E-Mail: widdison_gary@laco.edu. Close Date: June 1, 2003.

4-H Environmental Education Center Director - The Upham Woods 4-H Environmental Education Center offers a unique "river classroom" environment to study both the natural and cultural history of Wisconsin. From its prime location on the Wisconsin River, two miles north of Wisconsin Dells, the Center provides model environmental education and outdoor recreation opportunities for youth, youth leaders and community populations with a goal of creating environmentally conscious citizens. The facility consists of 14 buildings including a fully equipped nature center and a raptor enclosure housing educational birds of prey. The Center supplies meals, lodging for 146 people, and year-round programming including summer camp, leadership workshops and other conferences. The Center is staffed by a Director, Program Coordinator/Assistant Director, Environmental Education Specialist, program assistant (clerical), maintenance workers, and teaching naturalists. Additional information is available at www.uwex.edu/ces/4h/uphamwoods/. The Upham Woods 4-H Environmental Education Center Director is the primary administrator of the Center. The Director has primary responsibility for physical facilities, budget and finance, programming, personnel, and public relations. A detailed position description including ADA essential job functions is available. Salary: \$40,000. Contact: Cooperative Extension Personnel, 249 Extension, 432 N. Lake Street, Madison, WI 53706. Phone: 608-263-1945. Email: ces.jobs@ces.uwex.edu. Close Date: May 28, 2003.

Outdoor/Environmental Education Instructors - A residential program in the Blue Ridge Mountains of Western NC is looking for enthusiastic instructors who enjoy working with youth and have a desire to teach in an outdoor setting. RESP: Teaching natural history classes such as Forest Ecology and Pond/Stream Study; environmental awareness; new games and initiatives; high ropes; rock climbing; multi-day

wilderness backpacking and rock climbing expeditions; and program development. QUAL: Bachelor's degree in Education, Recreation, Biology, or a related field; experience working with youth. BNFTS: \$200/wk DOE; room and board; limited medical benefits; comprehensive training; options for summer work. Contact: Mountain Trail Outdoor School, Paul Bockoven, P.O. Box 250, Hendersonville, NC 28793. Phone: 828-692-9136. Email: mtoas@kanuga.org. Close Date: July 10, 2003.

Animal Interpretation Intern - Provide interpretation of the living collection and living exhibits. Major Tasks and Responsibilities: - Responsible for providing daily animal interaction experiences for guests including touch tank operation and animal handling demonstrations. Must ensure health of animals used in these programs and provide a high level of guest safety at all times. - Develop mediated educational experiences and programs for a wide array of audiences, incorporating science concepts, such as ecology, stewardship, and conservation. - Provide interpretation for special activities such as birthday parties, classes, electronic field trips, and member's nights. - Serve as continual on-floor presence and informational resource for guests. - Set-up and breakdown equipment necessary for animal programs and activities. Other tasks: - Assist in maintaining overall cleanliness of animal exhibit areas. - Other duties and responsibilities as assigned. Experience/Qualifications: Ability to effectively communicate animal science themes, concepts, and content is required. Interns should have a strong interest in animals, ecology, and/or informal education and must be comfortable handling a wide range of invertebrates, amphibians and reptiles in front of crowds. Enthusiasm for mentoring, tutoring, and working with a diverse audience are important. Contact: Liberty Science Center, Fran Sardoni, 251 Phillip Street, Liberty State Park, Jersey City NJ 07305. Phone: (201) 451-0006 x297. Email: fsardoni@lsc.org. Close Date: June 30, 2003.

Environmental Educator - Share 800+ acres of secluded forests, streams, waterfalls and canyons in northwest Alabama with groups of up to 12 students from a variety of age levels and backgrounds who visit our center with their schools for three or five day programs. Foster a sense of community as well as an appreciation, understanding and responsibility for the environment. Participate in a two-week staff training. Teach several classes from an experiential curriculum, i.e. forest ecology, pond & stream, earth science, insects, water quality, full day hike, Native American history, canoeing, low and high ropes. Adapt lesson plans to match your teaching style and strengths. Assist with program and curriculum development. Lead two recreation activities and two evening programs (i.e. night hike, astronomy, campfire program) per week. Help to maintain teaching materials and equipment. Have Fun! All teaching staff have private rooms, access to canoes and miles of beautiful trails and river. Position runs August

25th - November 21st. \$200/ week + room, board and workmans compensation insurance. Qualifications: Must have a demonstrated respect and affinity for children and a desire to help them learn and grow. Must have maturity, initiative, enthusiasm, sense of humor, flexibility and a team spirit. Must have a Bachelor's degree and be familiar with the outdoors and environmental issues. Salary: \$10,000 - 24,999. Camp McDowell Environmental Center, Jennifer Arnold, 105 DeLong Road, Nauvoo, AL 35578. Phone: (205) 387-1806. Email: cmec@campmcdowell.com. Close Date: August 25, 2003.

Naturalist - Two positions: Gain valuable career experience while sharing nature with children. Work to bring fun nature education opportunities to all children in the Cache Valley Community. The Stokes Nature Center seeks a strong, independent, self-motivated worker who possesses good writing skills, has teaching experience, is organized, can assess needs, prioritize and follow through to completion. In addition to teaching, these positions will entail securing on-going funding for nature education opportunities through writing grants, developing teacher training programs, creating curriculum, and cultivating community partnerships. These are full-time positions, paid through the AmeriCorps VISTA national service program. Requires full-time service for one year with no outside commitments. AmeriCorps VISTA will provide a monthly living allowance, health coverage and potential education reward of \$4725 for tuition in exchange for one-year commitment. Position begins in August with training to occur in late July. Contact: Stokes Nature Center, Janna Custer, P.O. Box 4204, Logan, UT 84323. Phone: 435-755-3239. Email: jcuster@logannature.org. Close Date: Until Filled.

Sigurd Olson Environmental Institute Director - Northland College is seeking an accomplished academic leader to take its renowned Sigurd Olson Environmental Institute to the next level of accomplishment. The Sigurd Olson Environmental Institute serves as the College's nationally recognized environmental outreach arm. The Institute educates the people of the region, facilitates dialogue among stakeholder groups, and engages in informed advocacy on environmental and sustainability issues. The Director reports to the President of Northland College and is responsible for all aspects of the Institute's management. The Director is a member of the senior management team of the College. Qualifications and Competencies: M.A./M.S. and academic experience in environmental education, natural resources management, environmental law or policy, any of the social sciences with an environmental focus or biological science/ecology. Ph.D. strongly preferred. Five years successful management experience required. Must be an authentic and polished presenter; experience in a college setting is strongly preferred. To apply: Mail or email letter, resume, and the names and phone number of five professional references. Contact: Brad Anderson, Director of Human Resources, Northland College, 1411 Ellis Avenue, Ashland, WI 54806. Phone: 715-682-1841. Email: banderson@northland.edu. Close Date: May 30, 2003.

Earth Education Director - The candidate will be responsible for a summer EE program at one of the top camps in the country with a possibility of year-round employment. Great opportunity for someone interested in experiential education. Applicant would have to enjoy working with children and be flexible to gaining other skills. A very supportive working environment. Contact: YMCA Camp Ockanickon Inc., Shaun Oshman, 1303 Stokes Rd, Medford NJ 08055. Phone: 609-953-5663 ext. 218. Email: shaun@ycamp.org. Close Date: May 20, 2003.

Educator/ Regional Coordinator - Will help coordinate the Bioregional Outdoor Education Program in 24 schools (each RC works with six schools in one state). BOEP works with K-6 elementary teachers and their students in the public and BIA schools of the Colorado Plateau bioregion, including parts of CO, UT, AZ, NM. Responsible for assisting in program development, curriculum development, and teacher workshops. Will assist in operating a 10-day field-based Summer Institute for teachers, recruiting institute participants, acting as liaison with teachers, principals, and school districts, and co-creating school-year program with their group of teachers. The BOEP Regional Coordinator reports to the BOEP Program Manager as part of the Programs Team. The Regional Coordinator will work with one state and 6 schools. QUALIFICATIONS * Teacher Certification (Mandatory) in any state (any level, prefer elementary education) * Environmental Education background * Classroom teaching experience * Able to work with a diverse population * Ability to be self-directed out of a home office * Computer proficiency (word processing and internet) * Ability to work as a team member. Contact: Jon Orris, Four Corners School, BOEP Office, P.O.

Box 1148, Monticello, UT 84535. Phone: 435-587-2156. E-Mail: jorris@fourcornersschool.org. Close Date: Until Filled.

Education Program Coordinator - Coordinate and implement various aspects of an environmental education program for an urban non-profit organization. Provide hands-on, science-based learning experiences for inner-city youth; training for teachers and youth. Full-time, salaried position with medical benefits, holidays, vacation. Some evenings and weekends may be required. Salary commensurate with experience. Contact: Greater Newark Conservancy, Betty Goldfond, 303-9 Washington St., Newark, NJ 07102. Phone: 973-642-4646. Close Date: Until Filled.

Executive Director - FT position with Aitkin County-Long Lake Conservation Center. Duties: fundraising, budgets, curriculum/program development, recruiting clientele, public relations, supervision. Min. qualifications: BA/BS in Education, Administration or Management with emphasis in environment or natural history preferred; teaching license, supervisory experience; valid driver's license. Annual Salary: \$25,000 - 40,000. Aitkin County Long Lake Conservation Center, Cindi Hills, 217 2nd ST NW RM 130, Aitkin MN 56431. Phone: 218-927-7393. Close Date: May 28, 2003.

Seasonal Naturalist - Piedmont Environmental Center is seeking a Seasonal Naturalist for the summer season (June 1 - August 8). This position will be focused on the Summer Nature Camps for ages 7 - 15. Weekly Schedule for nature camp is: Monday through Wednesday 8:30 a.m. - 4:30 p.m., Thursday 8:30 a.m. - overnight - Friday 12:00 p.m. Salary is \$9.00 per hour. If interested please respond via email to dickt@piedmontenvironmental.com. Contact: Dick Thomas, Piedmont Environmental Center, 1220 Penny Road, High Point, NC 27265. Phone: (336) 883-8531. Email: dickt@piedmontenvironmental.com. Close Date: Until Filled.

Resource Maintenance Specialist - Responsible for performing maintenance tasks in a park and nature education center setting and assisting with interpretive elements of this work such as signage, handouts and informal programming. Job requires physical skill and ability, basic working knowledge of maintenance equipment and skills, communication skills and some knowledge of botany and/or other natural resource area(s). Work assignments and immediate supervision are provided by the Chief Naturalist. Functions: Maintain park grounds Maintain park facilities Maintain park equipment Assist with park's interpretive mission Perform miscellaneous maintenance tasks. Education: Graduation from high school. Some natural resource training and/or education desirable. Physical: Manual work with strength and dexterity necessary to perform all required tasks, including lifting, stooping, bending and working in tiring and uncomfortable positions in outdoor and maintenance shop settings; and will perform heavy manual labor in all weather conditions, lift and move items equal to or greater than 80 pounds, climb ladders, use various hand tools and operate various mechanical equipment. For a complete job description, contact Martin Ogle, Chief Naturalist, Potomac Overlook Regional Park. phone: 703.528.5406. Annual Salary: \$10,000 - 24,999. Contact: Martin Ogle, 2845 N. Marcey Road, Arlington, VA 22207. Phone: 703-528-5406. Email: potomac@nvrpa.org. Close Date: May 21, 2003.

4H Agricultural Educator - Responsible for planning and implementing established educational programs in Agriculture, Animal Science and Youth Development for Cornell Cooperative Extension Dutchess County. He/she will promote innovative 4-H programs and represent the Association to the public, community leaders, government officials, and Cornell University. Provide advice and education in Agriculture, Animal Science and 4-H Youth Development. Direct supervision provided by the 4-H Issue Leader. Annual Salary: \$40,000. Send letter of intent, resume, and transcripts to PA#320, 2715 Rt 44, Suite 1, Farm and Home Center, Millbrook, NY 12545 (Attention Nina Malerba). Phone: 845-677-8223. E-Mail: nm62@cornell.edu. Close Date: May 30, 2003.

Facility Director - Kenyon College seeks a facility director for the Brown Family Environmental Center. The Director will plan and implement activities that advance the Center's primary goals, which are to support the curriculum of Kenyon College, provide environmental education to the community, and protect the ecological heritage of Knox County. The primary responsibilities are to: supervise staff; provide an environmental education program for elementary schools; develop educational programs to the community; oversee a newsletter, Web-site and publicity; manage habitats; establish and maintain exhibits and self-guided tours; manage visitor access; oversee buildings, demonstration gardens, and ponds; enhance and maintain a volunteer program; work with student coordinators; work with a community

advisory board; prepare and manage operating budgets; seek outside funding in cooperation with the Office of Development at the College. The successful candidate should have a minimum of a B.A. or B.S. and have sufficient experience or be able to demonstrate the potential to lead a vigorous program. To apply: Send a cover letter, resume, a vision statement, and three letters of recommendation. Annual Salary: \$25,000 - 40,000. BFEC Facility Director Search, c/o Ray Heithaus, BFEC Executive Director, Biology Department, Kenyon College, Gambier, OH 43022. Phone: 740-427-5393. E-Mail: heithaus@kenyon.edu. Close Date: May 30, 2003.

Summer Youth Leader - Work with 10-15 campers, ages 14-17 in a camp or caravan setting. Assist program director in organizing and implementing two summer caravans to butterfly habitat. Caravans will focus on building scientific knowledge through service learning activities and field research. Assist program director and staff team in leading and organizing daily leadership workshops, field trips, and final projects. Assist program director in providing consistent disciplinary procedures, risk management and safety policies. Participate in staff training and program evaluation before and after programs. Demonstrate an interest in and sensitivity to environmental issues related to Puget Sound marine ecology and migratory species. Act as a role model to youth by exhibiting an overall sense of enthusiasm, humor, patience, and thoughtfulness. Educators and those with science backgrounds are encouraged to apply. Must be 21 year of age and have experience working with teens in a residential camp setting. Outdoor adventure, environmental education, and science education experience a plus. Must be able to work as a team with staff and volunteers. Experience in programs that promote diversity, leadership, stewardship and service-learning helpful. Current First Aid and CPR will be required by start date. WA state drivers license with a good driving record is also important. Salary Range: \$300-340/week (plus room and board). Contact: YMCA of Greater Seattle, Metrocenter YMCA, 909 4th Ave, Seattle, WA 98104. Phone: 206.382.4966. Close Date: Until Filled.

Education Program Coordinator - Develops, promotes and conducts environmental education programs and special events for formal and nonformal audiences of all ages. Manages program budget and assists with program facility management. Trains and supervises an assistant, interns and volunteers. Assists with interpretive writing and exhibits. B.S in environmental education or interpretation or related field. At least 3 years experience in environmental education programming required, with at least one year of supervisory experience preferred. Knowledge of EE methods, principles, resources and trends. Broad knowledge of natural history (preferably Illinois/Midwest). Excellent communication skills. Valid driver's license. Annual Salary: \$25,000 - 40,000. Contact: McHenry County Conservation District, Deb Chapman, Education Services Manager, Prairieview Education Center, 2112 Behan Road, Crystal Lake, IL 60014. Phone: (815) 479-5779. E-Mail: dchapman@mccdDistrict.org. Close Date: June 27, 2003.

Executive Director - The North American Association for Environmental Education (NAAEE) is the premier tri-national not-for-profit, membership organization for environmental educators. We are seeking a motivated professional interested in leading the organization in a stimulating environment, and experienced at providing guidance for a variety of tasks. This is a 50% time position, with the option of expanding the position to full time, based on the availability of funds. The Executive Director will be located in the Washington D.C. metropolitan area where the Association's executive offices are located. To apply, please provide a resume and a cover letter explaining your interest in the position and summarizing how your experience can ensure professional leadership and efficient management for NAAEE. Electronic submission is required. Send your information to: edsearch@naaee.org. Close Date: June 20, 2003.

Waterfront Director - Responsible for the overall operation of summer aquatic programs, including the direct supervision of waterfront staff and activities and waterfront program development. LT, CPRPR and First Aid required. WSI preferred. Seasonal position. Contact: Jen Sawyer, Mystic Lake YMCA Camp, PO Box 100, Lake, MI 48632. Phone: (989) 544-2844. E-Mail: mlcamp@voyager.net. Close Date: May 23, 2003.

National Symbols Operations Manager - This position is located in the National Symbols Program under the Conservation Education Staff, State and Private Forestry, Washington Office. The position provides national and international operational direction for Smokey Bear, Woodsy Owl and Junior Forest Ranger programs. The position reports to the National Symbols Program Manager. It is responsible for the operations, distribution planning, budgeting monitoring and

evaluation of program effectiveness, contract administration, development and design of catalogs and materials, training and marketing, increase the educational value of the National Symbols Cache products, and program promotion. The incumbent will develop and implement strategic business management and marketing plans for working with a wide variety of partners. Use fire prevention and conservation messages to convey national symbols messages, communication and marketing plans for each of these programs working with a wide variety of partners, cooperators, commercial licensees and contractors. The incumbent provides technical advice in fire prevention and conservation education to field offices, other agencies, and State and Private units as needed. Contact: United States Department of Agriculture, Forest Service-Washington Office, Attn: Conservation Education, 14th and Independence Avenue SW, Stop Code: 1147, Washington, DC 20090-6090. Phone: (202) 205-0991. E-Mail: ivelez@fs.fed.us. Close Date: May 23, 2003.

Environmental Education Coordinator - Bald Head Island Conservancy, Bald Head Island, NC. Permanent, full-time position, start date August 15, 2003. EEC plans and implements all on and off-island environmental education activities of this 20 year-old nonprofit organization, including: programs for island residents and visitors of all ages; children's summer day camp; educational outreach programs to schools throughout NC; on-island educator training and enrichment. Requires close collaboration with staff, volunteers of all ages, educators, academic institutions, and gov't. agencies. Excellent facilities and resources available. Undergraduate degree in environmental science, ecology, biology, or related field required. MS in environmental education and/or professional experience preferred. Knowledge of southeastern barrier island ecology and coastal estuarine systems a plus. Position description available at www.bhic.org, link to About the Conservancy and Employment Opportunities. Salary commensurate with education and experience, comparable to NC teachers' scale. Send resume and cover letter to address provided. Emails or faxes not considered. Contact: Gilbert Powell, Executive Director, BHIC, P.O. Box 3109, Bald Head Island, NC 28461. Phone: 910-457-0089. E-Mail: Gilbertbhic@bellsouth.net. Close Date: June 1, 2003.

Village Director - Responsible for the supervision of 50-60 campers and 10-15 counseling staff at a residential summer camp. Duties include: implementing daily activities, providing logistical support to staff and campers in their specific village and providing ongoing training and development to counseling staff. Previous camp experience is required. Seasonal position. Contact: Jen Sawyer, Mystic Lake YMCA Camp, PO Box 100, Lake, MI 48632. Phone: (989) 544-2844. E-Mail: mlcamp@voyager.net. Close Date: May 23, 2003.

Executive Director - The Executive Director (ED) provides management and leadership of the organization. This includes: working with the Board of Directors and the Advisory Board to establish policies and programs and to administer these programs; interpreting the organization's purpose and programs to outside organizations and the public; managing all staff and developing and administering standards and procedures related to human resources, budget and physical facilities; directing and coordinating fundraising efforts. Desired Qualifications - Someone with an ability to be a catalyst to "make things happen" - At least three years of experience as a director of an nonprofit organization or business - At least ten years of professional experience - Excellent fundraising skills preferably with capital campaign experience. - A minimum Master's degree in education, environmental science, nonprofit management, business or related field - Strong communication skills - Experience working on sustainability issues - Familiarity with ecological research - A passion for the environment Who is The Catamount Institute? Catamount's mission is to provide research and education programs that promote land conservation and inspire ecological stewardship. See website for more info. Application Procedure Send cover letter and CV (with references) to Julie Francis, Board President via email or mail. No calls please. Contact: Julie Francis, Board President, 121 E. Pikes Peak Ave., Suite 329, Colorado Springs, CO 80903. E-Mail: info@catamountinstitute.org. Close Date: Until Filled.

Environmental Education Technician - This position will provide environmental science services to the Edison Environmental Science Academy. The Kalamazoo Public Schools

contracted KNC to provide the following services that are the responsibilities of the ETT: Upkeep and maintenance of the Science Lab Complex, which includes greenhouse, student labs and outdoor schoolyard habitat and garden plantings; Development of labs and student projects and investigations; providing information and teaching assistance to teachers related to the integrated environmental science curriculum; Purchase of materials and equipment for the labs and science complex; serve as lead staff member with the summer gardening camp program; Develop a linkages with the local neighborhood community and other local partners; Assist with grant writing for the Science complex. Requirements: Bachelor's degree in environmental education, science, education, biology or related field. Experience in environmental education, nature centers or school classroom. Experience working with greenhouses helpful. Ability to be flexible, work independently as well as with others, a self-starter. Experience working with teachers and inter-city youth; Commitment to the KNC and KPS mission and to high quality customer service. Compensation: Full - time position with benefits. To apply: Mail resume, 3 references (name, title and phone number). No phone calls please. Start date: Mid August to beginning of September. Contact: John Beck, V.P. of Off-site Programs, Kalamazoo Nature Center, 7000 N. Westnedge Ave., Kalamazoo, MI 49009. E-Mail: JBeck@naturecenter.org. Close Date: June 30, 2003.

Naturalist Internship Positions - Internship, 16 hours per week from late August/September through December 2003, for 17 weeks, at \$6/hour The Sandia Mountain Natural History Center is managed by the New Mexico Museum of Natural History and Science and Albuquerque Public Schools. It is an environmental education resource center located in the Sandia Mountains, outside of Albuquerque, NM. Programs include the full-day on-site hands-on Ecology Field Program, teacher workshops, and outreach presentations around New Mexico. Most of the work assignments are based at the SMNHC, although some are at the NMMNHS in Albuquerque New Mexico. Transportation is available to the SMNHC from the NMMNHS on most days. Responsibilities include: Lead daily 4-5 hour environmental education programs for 25 5th grade students, including hikes lasting two hours. Some building maintenance, trail maintenance and administrative duties. Possible travel and teaching around the state of NM, including possible overnight. Design and completion of a project that may include curriculum or exhibit components. Requirements: Experience or interest in working with elementary-age children in the outdoors BA/BS degree or working towards one in areas of natural sciences and/or education Ability to do physical labor and hikes at elevations of 7,000+ feet Interest in natural history Be self-motivated and flexible Be willing and able to travel A good working knowledge of Spanish is desirable. Training There will be a two to three week training period. Contact: Helen Haskell, SMNHC, NMMNHS, 1801 Mountain Road NW, Albuquerque, NM 87104. Phone: 505-281-5259. E-Mail: smnhc@abq.com. Close Date: June 2, 2003.

Ecology Educator - Ferry Beach Ecology School (FBES) is looking for creative, enthusiastic grads and undergrads to take part in our ecology education programs. Located on the southern coast of Maine, FBES provides residential ecology education for grades 3-8 from public and private schools throughout northern New England. There are two terms each school year - the fall session (early September through early November) and the spring session (late March through mid-June). FBES Ecology Educators (Staff Naturalists) develop and lead ecosystem-based lessons to areas such as coastal forests, sand beaches and dunes, rocky tide pools, and salt marshes. Each naturalist is responsible for a teaching group of approximately 10 students for three lessons every day, plus some general maintenance of the site and program. The term begins with a week of staff training which includes training in the general knowledge of coastal ecosystems, basic ecology, and the methodology of teaching children experientially in the out-of-doors. Although sample lesson plans are provided, FBES Naturalists are encouraged to develop their own lesson plans and activities. College grads receive a salary of \$240/week, undergrads \$200/week. Each naturalist is provided with room and board for the duration of the term. A \$20 per week, per term, raise is given to returning staff. Please check out our website for photos and more in-depth descriptions of our

curriculum, program, and staff. If interested, please send a completed application (available on our website), resume, and cover letter to: Ferry Beach Ecology School, Drew Dumsch, 5 Morris Avenue, Saco, Maine 04072. Phone: (207) 283-9951. Email: fbesc@fbesc.org. Close Date: July 1, 2003.

Education Outreach Intern - Golden Gate National Parks Conservancy, San Francisco, California USA, Job Type: Internship, The Site Stewardship Program brings people together to protect ecologically sensitive areas within the Golden Gate National Recreation Area. In this program, individuals work to restore the ecological integrity of selected sites and to protect rare and endangered species. Volunteers support these efforts at regular workdays events and get involved in long term projects. In addition to restoration, volunteers engage in public outreach and education. Intern responsibilities/Duties: Organize and facilitate drop-in volunteer program which meets every Saturday. Correspond with volunteers by providing initial program information to new volunteers, follow-up calls to returning volunteers, management of the volunteer hotline, and upkeep of the volunteer database Assist with development, layout, editing and distribution of bi-monthly Site Stewardship newsletter Prepare materials (displays, posters, flyers, slide shows, etc.) for fairs and festivals to promote participation in Site Stewardship Program and the Golden Gate National Recreation Area Create and distribute flyers and press releases for outreach and volunteer recruitment, Organize and plan special volunteer recognition events, Assist with website development for Site Stewardship Program Assist in the development of a school year environmental education program with a local school, Assist with field restoration activities at each of the Stewardship Sites., Minimum Qualifications: Enthusiasm and experience with public speaking and contact, enjoy working with diverse groups of people, Experience or desire to learn desktop publishing, Interest in ecological restoration and the National Park Service, Ability to work well within a team and take a leadership role, Desire to work both outdoors and indoors, Ability to work independently with minimum supervision, Ability to work with high / middle school students, Desired Qualifications: Computer experience including Microsoft Word, Excel, Pagemaker, Photoshop Bi-cultural / bi-lingual skills, Terms: Desired start date: June 1, 2003, Length of position: 6 months - 1 year, Schedule: Tuesday - Saturday, Reliable transportation required: no, Does position provide out-of-pocket expenses? Yes, \$15/day, stipend, Does position provide Housing? Yes, Does position provide transportation?, To Apply Contact: Sue Gardner, Director, Fort Mason, Bldg. 201, San Francisco, CA 94123, 415-561-3034 ext. 3427 sgardner@parksconservancy.org

Education Restoration Intern - Golden Gate National Parks conservancy, San Francisco, California USA, Job Type: Internship, The Site Stewardship Program is a community-based habitat restoration program that works throughout the Golden Gate National Recreation Area. The program is dedicated to the ecological restoration of high priority natural areas (especially endangered species habitat) that have sustained extensive invasion and/or disturbance. In addition to ecological restoration, stewards engage in public outreach, interpretation and education. Intern Responsibilities / Duties: Perform leadership roles in high school and middle school environmental education programs, Plan workdays and activities for inner-city middle school programs and prepare materials (tools, displays, plants) Assist with workdays at a high school native plant nursery, Participate in and assist with weekly Site Stewardship restoration workday, Organize and plan special student recognition events, Assist with a summer environmental education program for low income minority students, Minimum Qualifications: Enthusiasm about working with middle- or high school-aged students, Interest in ecological restoration and the National Park Service, Ability to work well within a team and take a leadership role as needed, Desire to work both outdoors and indoors, Ability to work independently with minimum supervision, Desired Qualifications: Environmental education experience, Plant nursery experience, Experience and/or desire to work with culturally and economically diverse people, Computer experience in word processing and database operations, Bi-cultural / bi-lingual skills, Terms: Desired Start Date: June 1 2003, Length of Position: 10 months - 1 year, Schedule: Tuesday - Saturday, Reliable transportation required: no, Driver's license required: yes, Does position provide out-of-pocket expenses? Yes, \$15/day, Does position provide housing? Yes, To Apply Contact: Sue Gardner, Site Stewardship Program Coordinator, Fort Mason, Bldg. 201, San Francisco, CA 94123, 415-561-3034 ext. 3427, sgardner@parksconservancy.org

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Academic Positions

Lecturer in Sustainable Development - Full Time The School of the Environment is developing new initiatives in interdisciplinary environmental social science research. Those appointed will play a leading role in the development of new MA programmers and will demonstrate the ability to develop their own research programme of international standing. Duties: Job ref 033-052-002-009 You will have research interests in Environment and Development interactions, in particular the links between poverty, sustainable livelihoods and environmental sustainability. Current research areas in the School include: agricultural sustainability, food security assessments; rangeland degradation and community-based natural resource management. Your role will include contributing to the School's teaching programme, notably in the establishment of Masters level modules on Sustainable Development Theories and Practice. Terms: Lecturer (£22,191-£25,451 p.a.) Application Instructions: Informal enquiries to Dr Andrew Dougill: adougill@env.leeds.ac.uk; Tel 0044-(0)113 343 6782 and/or Dr Sigrig Stagi, sts@env.leeds.ac.uk; Tel: 0044-(0)113 343 6787

Assistant Professor - This is a 12-month, tenure-accruing position that will be 60% teaching (College of Agricultural and Life Sciences) and 40% extension (Florida Cooperative Extension Service) in the Department of Wildlife Ecology and Conservation, Institute of Food and Agricultural Sciences (IFAS), University of Florida. This assignment may change in accordance with the needs of the unit. The successful candidate will develop a nationally recognized teaching and extension program focusing on wildlife ecology, conservation and management. Teaching responsibilities initially will include undergraduate courses in Wildlife Ecology and Management and Wildlife of Florida and a graduate course in Wildlife Ecology. The individual will be expected to garner extramural funding to support a vigorous extension program in the ecology, management, and/or conservation of Florida wildlife, supervise the academic programs of graduate students, and serve as a mentor to undergraduate students. The faculty member will actively participate in graduate education by chairing graduate committees, serving on graduate committees, supervising thesis and dissertation research, and publishing the results with their graduate students. Candidates should possess an earned doctorate degree in wildlife, zoology, natural resource management, or a related field, and potential or demonstrated ability to teach and inspire undergraduate and graduate students. Candidates must be supportive of the mission of the Land-Grant system. Candidates must also have a commitment to IFAS' core values of excellence, diversity, global involvement, and accountability. Postdoctoral experience is desirable. Applications should include: curriculum vitae, statements of professional goals and teaching philosophy, and the names, addresses, and phone numbers of three (3) professional references. Please forward nominations, applications, and inquiries to: Dr. Mark Hostettler, Search and Screen Committee, Department of Wildlife Ecology and Conservation, PO Box 110430, University of Florida, Gainesville, FL 32611-0430. Phone: (352) 846-0568, Fax: (352) 392-6984 E-mail: hosteterm@wec.ufl.edu. Close Date: July 31, 2003.

Teacher, Full Time Faculty Member - John Dorr Nature Laboratory is one of the four campuses of the Horace Mann School, and is the school's outdoor education center. The school is a private, coeducational day school located in New York City and is comprised of 1740 students in nursery years through high school. The Dorr Lab is located on 100 acres of land in Washington, Connecticut, a small community in the western part of the state. The rural setting of the campus provides ideal sites for recreation and adventure and environmental education programs. Programs are conducted for students from nursery years through the twelfth grade and last from one to eight days. All the programs are designed to enhance the curriculum at the school. The programs at each grade level are distinct in themselves; however, the one thread that runs through all of the programs is that they are designed to emphasize the cooperative aspects of living and learning as opposed to competition and individualization. RESP: As a full-time faculty member of the school, the individual who fills this position will be teaching in all the programs at the Dorr Lab. QUAL: A Bachelor's degree is required. The position requires a person who enjoys teaching students of all ages, and who has experience in the following areas: teaching adventure and environmental education; experience facilitating group-problem solving; experience with rock climbing and rope courses; backpacking and winter camping; ability to work closely with others as well as alone on projects; and Wilderness First Responder training. AVAIL: The job begins on August 5, 2003. Salary: \$25,000 - 40,000. Contact: Glenn Sherratt Director John Dorr Nature Laboratory Horace Mann School P.O. Box 290 Washington Depot, CT 06794-0290. Phone: (860) 868-2230, E-Mail: Glenn.Sherratt@horacemann.org. Close Date: June 11, 2003.

Resident Lecturer in Coastal Ecology - The purpose of this fulltime, year-round, residential position is to teach critical environmental issues using a team-based, interdisciplinary, problem-solving approach. Teaching responsibility includes the course Coastal Ecology. This course examines the

ecological processes at the interface between land and sea. It focuses on the coastal environment and how terrestrial and marine systems are intricately connected, and are impacted by human resource use and disturbance. A special focus on marine mammals and their role in the ecology of the bay is also provided. Lead designated components of the Center's Five-Year Research Plan which includes Directed Research projects (as part of the fourth course), and summer projects. Specific research lines/areas this position is responsible include: gray whales (population status and trends, tourism impacts), black sea turtles (population status and trends, habitat requirements and threats), Sea lion colonies (population trends), indicators of ecosystem health in the bay, biology of selected commercial species, and water quality of the bay. Oversee & advise individual student Directed Research (DR) projects that arise from this plan, including projects related specifically to the Packard Foundation grant-water quality in the water column; evidence of effluent pollution in water, benthic and sediment samples; monitoring black sea turtle use of the bay, developing a marine park for black sea turtle and other marine mammal protection, and community education. Ensure the expeditious publication of research results. Location: Center for Coastal Studies, Puerto San Carlos, Baja California Sur, Mexico. Salary & Benefits Package: US\$26,000 and up depending on experience & qualifications. Housing and meals on site; excellent benefits package. Minimum Qualifications: Ph.D. in Coastal Ecology; Marine Mammology, or Marine Ecology; Field research experience in marine mammal population trends and habitat requirements, fisheries ecology and management, and water quality sampling; University-level, interdisciplinary, team teaching experience in Coastal Ecology, Marine Mammology, or Marine Ecology Good track record of research publications; Fluency in both Spanish and English. Preferred Qualifications: Experience living and working in Baja California; Experience working with other scientists to fulfill research grant requirements; Residential student group management and risk management experience desirable. To apply: Send CV and cover letter detailing qualifications and experience to: Center for Coastal Studies, c/o SFS Headquarters, Job#1146, 10 Federal Street, Salem, MA 01970, USA; Fax: 1-978-741-3551; Email: jobs@fieldstudies.org. EOE. All qualified candidates are encouraged to apply; however, Mexican citizens and permanent residents will be given priority. Close Date: Until Filled.

Career Changes Positions

Internet Customer Service Representative - National Wildlife Federation. Catalogue Fulfillment Center - Winchester, VA, Salary \$8.55 - \$9.713/hour - Grade 16 non-exempt, Basic Function The primary focus of the Internet Customer Service Representative will be to enter internet orders and pro-actively respond to customer inquiries in a dynamic and expanding electronic sales environment. This will include prompt resolution of customer service concerns and issues via e-mail and phone. Minimum Qualifications: High school diploma or equivalent and some college preferred. Knowledge of catalog sales, customer service, E-Commerce operations and company website. Must possess excellent verbal and written communication skills and be computer literate and knowledgeable in software programs including Excel. Apply Online: <http://www.nwf.org/careergateway/jobApplication/>

Internet Customer Service/Web Support Representative - National Wildlife Federation Catalogue Fulfillment Center - Winchester, VA, Salary \$9.975 - \$11.363/hour - Grade 18 non-exempt, Basic Function Entering internet orders and pro-actively responding to customer inquiries in a dynamic and expanding electronic sales environment. Will include prompt resolution of customer service concerns and issues via e-mail and phone. Will also assist Winchester Information Technology with website maintenance. Minimum Qualifications: High school diploma or equivalent and some college preferred, but not required. One year experience in Website design and maintenance required. Knowledge of catalog sales, customer service, E-Commerce operations and NWF shop.nwf.org website. Excellent verbal and written skills. Computer literacy and knowledge of PC software programs to include Excel. Must be able to work under pressure during heavy workloads and/or deadlines. Hours of work include days, evenings and weekends. Apply online: <http://www.nwf.org/careergateway/jobApplication/>

Senior Account Service Manager - Responsible for the development of strategic marketing support for assigned client groups as well as special projects on an as-needed basis. Focus is the creation and synergistic coordination of communication strategy among all marketing disciplines (interactive, publications, and marketing materials creation/production). Provides leadership in market research about and promotion of the brand internally and aids the department's efforts in integrating consistent message and branding tone and style throughout our marketing vehicles. Accountabilities include coordinating the conception, content (may include writing), execution and distribution of organization-wide marketing products for assigned clients and ensuring that the creative work reflects the positioning, platform and voice of organization's general marketing and brand strategy and meets client objectives on time and on budget. Works closely with other Marketing and Communications teams and senior marketing, program and field staff to build value and awareness for our brand and communication

objectives. The Senior Account Services Manager is supervised by the Director of Creative Services. Education: Bachelor's degree in publishing, design, marketing and communications discipline or equivalent. Master's degree desirable. Minimum of twelve years of professional relevant experience in marketing, communications, public relations or publishing fields. Demonstrated success in developing and managing strategic development of strategic, high-quality marketing products and plans, concepting and developing print and electronic communication products, as well as directing and integrating diverse disciplines (project management, design, photography, print production, electronic communications), and managing visual identity and editorial standards. Strong ability to exert strategic influence regarding marketing communication issues with staff at all levels of the organization. Excellent and versatile proven skills in conceptual thinking, writing, editing, and verbal communications. Proven abilities as a successful leader of cross-disciplinary teams. Demonstrated experience working with various talent on image and ad campaigns. Knowledge of and experience with printing/graphic arts, photographic and film/video practices and terms. Organized, detail-orientated, highly adept at prioritizing and managing simultaneous projects. Ability to work independently, under pressure and meet tight deadlines. Contact Kathleen Jamieson at kjamieson@inc.org. Close Date: Until Filled.

Office Manager - Gainesville, FL. Duties: Responsible for supervising office activities to achieve optimum utilization of equipment and employee productivity. Duties may include coordinating office related tasks including purchasing and maintaining office equipment, budget expense control, front reception area, office supplies, and acting as the main contact for building related issues. May also include overseeing the handling of financial/accounting responsibilities as well as performing various HR-related tasks. This position includes frequent interaction with all members within the organization as well as vendors and business relations. May interact with donors. Education: Bachelor's degree preferred, and 1 year related work experience, or equivalent combination of education and experience, or high school diploma and 3 to 5 years related experience. Solid knowledge of MS Office. May require database management with ability to produce reports. Ability to use advanced functions, including navigating the Internet. Some experience with desktop publishing a plus. Proven organizational and administrative skills, and attention to detail. Ability to organize time and manage diverse activities. Meet deadlines. To apply, send cover letter and resume to: Jodi Slapcinsky, The Nature Conservancy, University of Florida - Dept. of Botany, P.O. Box 118526, Gainesville, FL 32611. Tel: 352/392-1254. Fax: 352/846-1344. Email: jslapcinsky@tnc.org. Close Date: Until Filled.

Senior End User Operations Analyst - The Senior End User Operations Analyst provides day to day support, procurement and management for end user technology. Delivers guidance and technical/functional support including, but not limited to PCs, PDAs, telephones, and audio-visual services for users at or connected with the Worldwide Office in Arlington, Virginia. The Senior End User Operations Analyst serves in a third-tier support role by providing resolution and guidance to problems beyond the scope of Enterprise Help Desk. S/he works closely with other support staff, key users and department liaisons. The Senior End User Operations Analyst also acts as a lead on projects as assigned. The Senior End User Operations Analyst may supervise staff and reports to the Manager of Client Service Operations. Education: A Bachelor's degree and/or four years of work experience supporting PCs, printers, desktop applications, and LAN/WAN environments. Demonstrated knowledge and troubleshooting of Windows 98, 2000 and XP Microsoft Office 2000, Internet Explorer, telecommunications, LAN/WAN and internet technologies. Demonstrated knowledge of Help Desk industry standards, service level agreements and support methodologies. Dedication to quality customer service. Problem-solving skills and inherent decision-making ability as well as initiative and assertiveness skills. Verbal and written communications skills and the ability to communicate with a diverse user community. Attention to detail and ability to follow defined support standards. Ability to multi-task and work under stress and time constraints. Ability to work independently and as part of a team. Prior team or team leadership experience preferred. Flexibility to work extra hours as needed. Must be willing to work an alternate shift work schedule. Contact Ken Randall at krandall@tnc.org. Close Date: Until Filled.

Office Manager - Southern Pines, NC. The Office Manager for the N.C. Sandhills Program Office is responsible for answering phones, providing information, processing contributions, and maintaining office equipment and office supply inventory for the Program office. In addition, the Office Manager is responsible for maintaining administrative systems and assisting other staff in partnership, stewardship, and protection activities in the NC Sandhills Program Office. The Office Manager is supervised by the Program Director. Duties: Create and maintain organized files for projects, grants, donors, and photography. Administer the petty cash fund. Assist the Program Director in maintaining communication through email, telephone, and written correspondence. Provide general program office support as needed. This includes, but is not limited to: composing, typing, proofreading, copying, and/or collating letters, proposals, information packets, and other written materials. Provide field stewardship assistance by participating in prescribed burns, monitoring, restoration, and other stewardship activities. Answer telephones and greet visitors. Respond to information requests or forward requests to appropriate staff. Keep reception area literature current and stocked. Process incoming and outgoing mail. (please refer to additional instruction page for procedures.) Monitor, purchase, and maintain office supply needs, and arrange for maintenance of office equipment. Education: Two to three years office experience in administration or office management, or

bachelor's degree plus at least one year of experience in a relevant field. Working knowledge of the applications of Microsoft Word, Excel, and Access, with good typing skills (50 correct wpm). Working knowledge of hardware systems (IBM-compatible personal computers and laptops). Experience with or ability to learn ESRI Arc-view GIS. Microsoft Outlook 98 and Internet experience preferred. Excellent communication, organizational, and problem-solving skills. Ability to participate in field-related activities that may include moderate physical exertion and occasional exposure to disagreeable elements. Ability to set priorities and work productively without close supervision. Attention to detail and deadlines. Demonstrated ability to work effectively and positively with a wide range of people, including rural landowners, community leaders, corporate executives, and government officials. Contact: Rick Studenmund, Program Director, NC Sandhills Program, P.O. Box 206, Southern Pines, North Carolina 28388. Phone (910) 246-0300. Fax (919) 246-0309. Email: rstudenmund@tnc.org. Close Date: Until Filled.

Research Associate Position - Position # CSU/DIR/6/27/03. Assistant Director (Research Associate III) position available with the Center for Environmental Management of Military Lands. Position contingent upon the availability of funds. Minimum requirements: BS/BA degree in a natural resources field, business, or accounting. Five years of post-graduate experience. Demonstrated organizational skills and program management abilities. Experience working with multiple funding agencies. Experience with management of contracts from state, federal, and private funding agencies. Demonstrated ability to coordinate and interact effectively with a variety of research and management professionals. Experience with computer word processing, spreadsheet, and database applications. Experience with recruiting, hiring, and supervising employees. Excellent written and oral communication skills. Responsibilities: Serve on CEMML's board of directors and provide input on governance and policy development. Manage multiple funded projects and staff for the Center. Advise project leaders regarding various contract requirements. Manage various aspects of projects, including budgets, personnel, and proposals. Salary range \$50,000-\$60,000. To apply: Submit (1) letter of application noting position number and responding specifically to each of the qualifications; (2) resume; (3) one copy of transcripts from each college attended and documentation of degree conferral; and (4) list of names, addresses, and telephone numbers of individuals who have first-hand knowledge of applicants' professional abilities. All materials must be received in Room 110 Vo Ed Building no later than 4:30 p.m., June 27, 2003. Incomplete applications cannot be considered. Send to: Mrs. Mary Huwa, CEMML, Colorado State University, 1490 Campus Delivery, Fort Collins, CO 80523-1490, voice (970) 491-6620, fax (970) 491-2713., CSU is EEO/AA employer.

Program Director II - The Nature Conservancy, The Project Director is responsible for the successful implementation of conservation work in the North Coast Ecoregion including Napa, Sonoma, Humboldt, Del Norte, Mendocino, and Lake Counties to ensure permanent conservation management of designated portfolio sites. Specifically, the Project Director's activities encompass a broad array of tasks, including strategic planning and budgeting; recruitment and management of a professional project team; protection of land using a variety of protection tools; fundraising substantial funds from major donors, foundations, and corporations, for the ecoregion. Secures government funding and manages government contracts; develops support and involvement among key local stakeholders, key government representatives, private individuals, and community and institutional leaders; represents TNCC in a wide variety of forums; fosters compatible land use practices throughout the ecoregion. The Project Director may have responsibility for managing additional projects and may supervise other team members. 1. Bachelor's degree in natural resource management or related area and 5 to 7 years related experience or equivalent combination. Master's degree may be preferred or required. 2. Professional certification as appropriate. 3. Knowledge of current trends in appropriate field - restoration, land management, forestry, grazing, or other. 4. Successful experience in developing, directing and managing multiple projects, and implementing strategic program goals. 5. Management experience, including ability to motivate, lead, set objectives, and manage performance of a large multi-disciplinary team. 6. Demonstrated experience in MS Office, Word, and Excel. Problem Solving: 1. Cultivate the creative ideas of others to identify potential solutions. Experiment to find creative solutions - think outside the box. 2. Resolve complex issues independently within program area. Experiment to find creative solutions. 3. Design, implement, and direct multiple projects within program area, setting deadlines and ensuring program accountability. 4. Negotiate complex high profile or sensitive agreements. 1. Make sound decisions based on analysis, experience, and judgement. 2. Act independently within broad program goals. 3. Decisions will affect other staff within program or project area and may have program-wide impact. 4. Decisions may bind the organization financially or legally. 1. Manage multi-disciplinary administrative and professional staff, with responsibility for performance management, training, and career development. Establish clear directions and set stretch objectives. Serve as a team leader for projects and program and coordinate the work of others. 2. Financial responsibility including setting and meeting fundraising objectives, evaluating results, and developing corrective strategies as needed. Responsibility and accountability for meeting departmental strategic goals and objectives. 3. May need to gain cooperation from individuals or groups over whom there is no direct authority in order to accomplish program goals. Email resume with cover letter to: resumes@tnc.org. Position opens 7/1/03.

Executive Assistant - Performs a variety of administrative tasks, which may include budget preparation, travel

Environmental Engineering Administrator

Bennett Associates
Mid Level
Norwell, MA

Salary \$46,500 to \$73,000 DOQ, plus benefits including relocation package. The mid-point of the range through the 3rd quartile is the expected hiring point. The Environmental Engineering Bureau is a part of the Department of Public Works responsible for managing all storm water utility fund and associated budgets, drainage basin master planning, capital improvement projects, remedial projects, the review of all commercial site grading permits for drainage and sediment and erosion control, and various inspectional services. Because Greenville is the core of a large service area in a growing metropolitan region, environmental issues are sensitive and important. The Administrator plays a key role in implementing remedial programs to comply with State and federal requirements. Managing a small staff of EIT's and PE's, the Administrator must have a least a Bachelor of Science in Civil Engineering and six years experience in local or state government. Some private sector experience is a positive. The application deadline is June 30, 2003.

Send cover letter and resume to:

Richard T. Bennett
Bennett Associates
335 Washington Street
Suite 12
Norwell, MA 02601
781-659-9950x 12.

Electronic correspondence preferred to rbennett@bennettsearch.com

Conservation Project Manager

Resource Advantage
Non-profit Organization
Mid Level
Menlo Park, CA

Peninsula Open Space Trust, located in Menlo Park, CA has an outstanding opportunity to join one of the nation's most dynamic and successful land trusts. Responsibilities include management of all phases of land conservation projects including acquisition, fundraising, addressing management concerns, stewardship planning and transfer to protective ownership. Successful candidates will have experience with conservation protection techniques, land use laws and regulations; ability to manage multiple, complex projects; outstanding planning and analytical skills; ability to interact with diverse groups, grant writing experience, real estate transaction experience and a relevant college degree, graduate degree preferred.

Competitive salary with excellent benefits.

Please send resume with cover letter to:

Resource Advantage
430 Town Center, #630
Corte Madera, CA 94925
FAX 415 945 0643
E-mail: barbara@hr-guru.com

arrangements and meeting logistics, scheduling, reporting and tracking information for management. Includes frequent interaction with all members within the company as well as customers, vendors, and business relations. Make interpretations and recommendations as appropriate. 1. Bachelor's degree and 1 year related experience or equivalent combination. Or: High school diploma plus 3 to 5 years related experience or equivalent combination. 2. Strong organizational skills and attention to detail. 3. Ability to organize time and manage diverse activities. Meet deadlines. 4. Demonstrated experience in MS Office, Word, and Excel. May require database management skills with ability to produce reports. Ability to use advanced computer functions including navigating the Internet. Multiple projects with several variables, set realistic deadlines, and manage a timeline. Email resume with cover letter to: resumes@tnc.org, The Nature Conservancy is an Equal Opportunity Employer

Program/Administrative Associate- Terralingua, Washington, DC USA, Job Type: Full Time, Terralingua, a small international non-profit organization that focuses on the links between biological and cultural diversity, is hiring a Program/Administrative Associate immediately to assist with a wide array of program, administrative and organizational development tasks of a small nonprofit, as well as coordinate, edit and disseminate the newsletter, maintain and update the website, maintain and update membership lists and assist in the coordination of program activities as time, skill and interest allow. For the right candidate with appropriate skills and interest, opportunities for GIS database development and/or research on cutting edge biocultural diversity issues are available. As a member of a small staff, the associate will manage all administrative activities and assist with a variety of fundraising, financial management, project design, and strategic planning for the organization. Additionally, the staff member may be responsible for day-to-day oversight of the Terralingua office for extended periods of time. The individual will work closely with the organization's executive director, as well as partners and collaborators from academic institutions, government agencies, international organizations, and non-governmental organizations from around the world. For the right candidate, this is an unusual opportunity to gain practical experience in all aspects of non-profit program development and management, as well as in the field of biocultural diversity.

Qualifications: The successful candidate must be a "can do" person who is self-motivated, diligent, and good at working with others. Careful attention to detail, good judgment and ability to carry out tasks responsibly and independently required. Excellent organizational skills are essential, as are strong written and oral communication skills. Applicants should have strong knowledge of office computer systems and software (please list in cover letter and explain level of expertise). Experience with office and financial management, the design and maintenance of Web pages and sites is a major plus. Experience with prospect researching for grants is also desirable. The ideal candidate will be one with considerable administrative experience, an ability to multi-task, set priorities, and be resourceful in finding solutions, but also with an interest and experience in conservation, anthropology, and/or linguistics who has a desire to deepen and broaden his or her experience. Compensation: Full-time salary is in the mid-\$20,000's to low \$30,000's with an option for a flexible work-schedule. Terralingua is an equal opportunity employer. Application Instructions: Only serious candidates who meet all requirements need apply. We are looking to hire immediately. Please e-mail: A cover letter with a bulleted list of credentials/skills, A résumé, A writing sample, and Three references (with e-mail addresses) Please e-mail materials to info@terralingua.org with A/P Asst. Application written in the subject line. No inquiries and no telephone calls, please. (approximately 35 hours/week). Education: A college degree in natural resources, environmental studies, ecology, conservation biology, planning. Formal coursework in GIS methods and software (ESRI ArcView or ArcGIS 8.x). At least 1 year of GIS project experience. Competent computer skills including Microsoft Word and Excel and Internet searching. Knowledge of basic principles of conservation biology and landscape ecology. Demonstrated ability to work effectively both with teams and independently. Experience using and interpreting maps. Strong writing and organizational skills. Competent computer skills; basic word-processing, spreadsheet skills and internet. Familiarity with the flora, fauna, and ecosystems of the Rocky Mountains and/or Colorado a plus. Knowledge of the ecological processes important to the region's native species and communities. Demonstrated commitment to mission and conservation goal of the Conservancy. Contact: Betsy Neely, Lisa Mickley at (720) 974-7015 or email: bneely@tnc.org, lmickley@tnc.org. Close Date: Until Filled.

Development Associate - Chapel Hill, NC. Duties: Assist the Executive Director and Director of Development in all aspects of meeting revenue goals and developing a comprehensive communications program. Education: A BA degree and a minimum of two years experienced in a related field required. Interpersonal and written communications skills are essential. Fundraising experience is a plus. Please send resume and cover letter to: North Carolina Audubon, 410 Airport Road, Chapel Hill, NC 27514. (919) 929-4599 Fax. Email: humanresources@audubon.org. Close Date: Until Filled.

Executive Director - Audubon seeks a dynamic, creative State Executive Director to lead the implementation of its strategic vision by attracting significant new resources and talent to this organization. The Executive Director will be the chief executive officer for Audubon in Washington and will supervise all its facilities and programs statewide. The Executive Director reports to the Vice President of State Programs, and will be jointly supervised by the Audubon Washington state board of directors. The Executive Director and all employees of Audubon Washington are employees of National Audubon Society. The Executive Director will participate as a member of a team of state directors to help

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**SAFETY ADMINISTRATOR
ASBESTOS COORDINATOR**

Consolidated Edison of New York

Looking for experienced Safety Administrator/Asbestos Coordinator to join the Steam Business Unit at its 59th Street and Waterside Stations in New York City.

Bachelor of Arts or Science degree in a technical area or equivalent experience required. Minimum of three years work experience required in regulatory compliance, environmental science, safety, industrial hygiene, waste handling or site management.

Con Edison offers a competitive salary and comprehensive benefits, which include medical, dental, life insurance, retirement, and 401(k) savings plan.

Please send your resume to: opportunities@coned.com, or by mail to:

Con Edison, Recruitment
Room 2215-S
4 Irving Place
NY, NY 10003.

achieve Audubon goals. Education: The successful candidate will be a creative leader and spokesperson who is passionate about Audubon's vision. The individual must embrace Audubon's distinct grassroots foundation and believe firmly in its non-partisan, passionately inclusive approach to public policy. The position calls for an entrepreneurial spirit coupled with strong business and management skills. The Executive Director must be a strategic thinker, persuasive communicator, an excellent fundraiser, and be able to engage the diverse communities of Washington. Audubon offers a competitive salary and benefits package. A search committee will oversee the recruitment process. Please submit a cover letter, including salary requirements, and a resume to: Carol A. Warden, VP State Programs, Audubon, 711 University Ave., Sacramento, CA 95825. Email: cwarden@audubon.org. Email applications are strongly preferred. Close Date: Until Filled.

Major Gifts Officer - Responsible for identifying, cultivating, soliciting, and acknowledging major gifts for Audubon of Florida in Miami/Dade County and the Keys. Participates in setting annual performance goals for development activity and results. Manages a caseload of approximately 150 prospects ranging from established individual and corporate donors to new prospects with no prior Audubon association. Reports all activity monthly to Deputy Director of Development to ensure effective cultivation ending in eventual closure of major gifts. Participates in additional support activities of state development department including "Bird-A-Thons", special events, annual Assembly, and other meetings. Education: Bachelors degree required; Master's degree and/or advanced study preferred; Eight to ten years of professional development experience, including prior major gift solicitation. Working knowledge of Florida West Coast donor base, community leadership, and philanthropic activity highly desirable; Be comfortable and productive in a fast-paced, collegial, team, results oriented environment while being responsible for attaining own annual performance goals; Be articulate and engaging, possessing interpersonal skills that can engage and be receptive to donor interest and perspectives. Be well organized and able to handle details while pursuing overall goals; must be able to adapt quickly to a new organization. Computer literate; knowledge of Word, Excel, Access, Power Point desirable. Contact: human_resources@audubon.org. Close Date: Until Filled.

Center Director - The purpose of this position is to manage an effective and well respected environmental problem solving organization in the local and regional community through academic research and program design and implementation; Center administration; fundraising and development; financial management; personnel management; risk management; and community outreach. The Director teaches the course: Economic and Ethical Issues in Sustainable Development, which examines the broad social and economic contexts that surround the problem of effectively managing the wealth of natural resources in Bahía Magdalena. The Director's research responsibilities include managing the implementation of the center's Five-Year Research Plan and overseeing and advising individual student directed research projects. Salary & Benefits Package: \$42,000. Housing and meals on site; excellent benefits package. Education: Ph.D. (strongly preferred) in marine/coastal resource economics; social and environmental policy. 2-3 years senior management experience including supervision and team building, budget & facilities management, risk management. Proven experience with: institution building; fundraising; project management; running academic and/or research programs; negotiating with program partners. Experience managing people in a field based residential system. Proven ability to develop and work with community and research partners. Demonstrated ability to coordinate and be part of an interdisciplinary teaching and field research team. Field research experience in an area related to the focus of the center. University-level teaching experience in environmental/ecological economics; environmental policy and socio-economics. A track record of research publications. Experience living or working in Baja California preferred. Fluent Spanish and English. Send CV and cover letter detailing qualifications and experience to: Center for Coastal Studies (Job#1146), c/o SFS Headquarters, 10 Federal Street, Salem, MA 01970, USA; Fax: 1-978-741-3551; Email: work@fieldstudies.org. Close Date: Until Filled.

Sanctuary Manager - Ahhochee Hill sanctuary, Florida. Audubon of Florida is seeking a very special person or couple to serve as full time sanctuary manager(s) in residence at the Society's Ahhochee Hill Sanctuary. This is a long-term non-salaried position ideal for a retired couple or individual with a strong background in conservation, land management, environmental education, biology, or forestry. The successful candidate(s) will enter into an agreement with the Florida Audubon Society to reside in the spacious home on this 300-acre property rent-free in exchange for their management services. Ahhochee Hill is dominated by old growth forest habitat and is located adjacent to the Withlacoochee State Forest, about 6 miles north of the town of Brooksville, and 40 miles north of the City of Tampa, Florida. Ahhochee Hill sanctuary is a haven for numerous resident and migratory bird species, and other wildlife. Applicants should have an independent source of personal income, such as retirement income, which will not depend on outside employment. Applicants must agree to a background screening. For further information or to send a resume and letter of application contact: Charles Lee, Sr. Vice President, Audubon of Florida, 1331 Palmetto Avenue, Winter Park, FL 32789. Call (407) 539-5700 or e-mail clea@audubon.org. Close Date: Until Filled.

Director of Conservation Science - Minneapolis, Minnesota. Minnesota represents a biologically rich state comprised of large northern forests, deciduous forests, sand prairies, tallgrass prairie, patterned peatlands, calcareous fens, numerous rivers and lakes. The Director of Conservation Science (DCS) is responsible for providing a sound scientific foundation for the development and implementation of

strategies to conserve biodiversity within all ecoregions of Minnesota. The DCS is capable of thinking about and articulating the issues associated with conserving biodiversity at multiple scales and in complex socio-environmental settings. The DCS serves as a member of the Management Team of the Minnesota Chapter. Working closely with Minnesota staff, s/he develops conservation plans, implements a monitoring program to assess the effectiveness of conservation strategies, and builds an effective research program to guide conservation activities. He/she works closely in support of the land management and land acquisition and protection programs. He/she is directly responsible for ensuring science-based decision-making in the Chapter's programs, including the development of conservation plans for both individual conservation areas and entire ecoregions, land protection projects, land restoration and management activities, and research and monitoring projects. The DCS serves as lead scientist for the Minnesota Chapter, and as an advocate for the Chapter's science programs with internal and external audiences. Critical to the position is the ability to maintain constructive relationships with public agencies, private conservation organizations, academic and corporate scientists, and major supporters of the Chapter. This will be accomplished in part by working effectively with Conservancy staff locally, regionally and nationally. The DCS will lead scientific projects important to the Minnesota Chapter, which will require a working understanding of land protection, management and restoration. He/she will cooperate closely with fundraising staff to supplement a science endowment. Education: Advanced degree required, doctorate preferred, in natural or physical sciences, strong applied ecology skills, including ability to understand a broad range of issues related to the management of ecological systems throughout Minnesota; ability to work effectively with the research community to provide solutions to natural resource issues. Experience: 4-6 years successful related work experience including: a) technical knowledge of Minnesota ecosystems with a working knowledge in conservation biology principles and practices processes; b) hands-on experience in ecological restoration and management; c) strong, current knowledge of land use policy, planning principles and processes and land use regulations. Leadership: In setting a clear vision and compelling others to work collaboratively toward achieving it. Ability to function in a team setting with diverse professional staff. Strong problem solving skills. Accomplished in building effective working relationships with broad spectrum of people, from all walks of life and in a wide range of settings. Project Management: Excellent negotiation, planning and organizational skills, to conceptualize and manage complex endeavors from start-up to completion. Comfortable with ambiguity and uncertainty. Innovative in fashioning new strategies in response to changing circumstances. Skilled at developing and overseeing budgets, contracts. Ability and willingness to travel frequently, as much as 50% of the time, often on short notice, including evenings and weekends. Please send cover letter and resume to: Mid-Americas Human Resources and Staffing Team, MACRApply@tnc.org. Please reference position title in subject line of email, others will not be considered. Close Date: Until Filled.

Conservation Writer - Chicago, IL. The Conservation Writer is a key member of a Marketing Resource Center (MRC) team. S/he is responsible for writing and editing timely marketing materials to achieve the outcomes identified in established marketing plans developed for the state or country program to which assigned, thereby supporting The Nature Conservancy's key strategies by: Implementing marketing interventions that will identify major gift donors; Supporting partnership development to deepen conservation efforts, and; Building brand awareness to create influence among key audiences. The materials developed by the Conservation Writer will vary enormously, ranging from news and feature stories to fundraising letters to web and video productions. This position requires a knowledge of conservation and fundraising and the ability to communicate this content effectively to a wide variety of audiences. Because of tight deadlines and the need to work collaboratively with others, a positive attitude and strong commitment to results are essential to success in this position. The Conservation Writer will be expected to facilitate the organizational exchange of information between the State/Country program, the MRC and Marketing Programs. In this capacity, s/he will collaborate closely with Marketing Programs publications, media relations, creative services staff and other groups as necessary. This position reports to the MRC Director and requires broad experience in writing and editing print and electronic documents. Education: Bachelor's degree in English, communications, journalism or related field. Five or more years experience in communications, publications or marketing. Experience developing, writing and editing publications. Experience writing for a conservation organization preferred. Experience writing fundraising materials. Travel required. Please e-mail your resume as an attached Word document, as well as three recent writing samples (preferably as Adobe Acrobat documents) to teisenhart@tnc.org. Include "Conservation Writer" in the subject line of your e-mail. Or, you can mail your writing samples to: The Nature Conservancy, Marketing Resource Center-Central, 8 S. Michigan Ave., Ste. 2301, Chicago, IL 60603. RE: Conservation Writer. No phone calls, please. Close Date: Until Filled.

Debs Park Audubon Center Director - Los Angeles, CA. The Director of the Debs Park Audubon Center is a planner, a leader, a manager, a fundraiser, and a facilitator able to work with a partnership of public and private entities to create and administer a new nature center in Los Angeles, California, scheduled to open in Fall 2003. The Center Director is responsible for operating and managing the Center and for carrying out the mission of Audubon California and the National Audubon Society (NAS). Qualifications: Bachelors degree in education, non-profit management, environmental studies or related field - graduate degree preferred. At least five years of leadership experience in nature centers, science museums, or field studies programs. Proven experience in

facility and staff management, budget development and management. Demonstrated fundraising ability. Working knowledge of educational program design and assessment; knowledge of wildlife conservation issues and ability to articulate them and inspire participation. Demonstrated success in the management of motivated staff and volunteers. Bilingual Spanish speaker a plus. Please send resume and cover letter to humanresources@audubon.org. Close Date: Until Filled.

Director of Philanthropy - Responsible for the oversight, planning and implementation of a comprehensive development program that secures the significant financial resources from foundations, corporations, or individuals within the state to support conservation goals around the world. Manages all major gifts functions, which may include planned giving, principal gifts, donor prospecting and research, and special multi-year fundraising campaigns. Works with senior staff to establish fundraising goals and is accountable for these goals. Hires, manages, and establishes fundraising goals for Associate Directors of Philanthropy and other operating unit fundraising staff. Motivates and coordinates the efforts of a multi-disciplinary staff team and volunteers in fundraising, including donor cultivation and solicitation. Responsible for moving a select group of prospects. Focuses on long-range strategic priorities, advances the Conservancy's goals, and communicates a broad vision to others. Understands and complies with all TNC gift-related policies and procedures and ensures ethical compliance, as defined by the Association for Fundraising Professionals. Education: Bachelor's degree in marketing, communications or related field and at least 7 years' fundraising experience. Extensive management experience including ability to motivate, lead, set objectives and manage performance of a large multi-disciplinary team. Ability to foster an environment of creativity and professional growth. Expert knowledge of current and evolving trends in major gifts giving and solicitation and capital campaigns. Proven success in asking for and closing major gifts and building and maintaining long-term relationships with fundraising constituents such as major donors, foundations and corporations. Possesses a working and effective understanding of the basics of charitable gift planning. Knowledge of more advanced gift planning concepts a plus. Contact: Melinda Brayton at (860) 344-0716, or email: mbrayton@tnc.org. Close Date: Until Filled.

Assistant State Director for Conservation Programs - Minneapolis, Minnesota. The Assistant State Director for Conservation Programs, (ASDCP) a member of the Minnesota Chapter Management Team, along with the State Director and Assistant State Director of Development and Operations, is responsible for the day-to-day direction and

oversight of the conservation programs of the Minnesota Chapter. These programs include the science and land management, conservation planning and information, land protection and government relations programs. In collaboration with the State Director, and by working closely with the Assistant State Director for Development and Operations, s/he will exercise primary responsibility for establishing the overall conservation priorities of the Minnesota Chapter, based upon sound scientific justification, and implementing conservation initiatives designed to meet those priorities. Development of innovative strategies to address threats to biodiversity conservation will be a key role and will require thoughtful conservation planning at multiple scales, ranging from individual conservation areas to multiple ecoregions. Additionally he/she will be responsible for overall direction of science and land management activities necessary to properly manage the portfolio of preserves in Minnesota, eastern South Dakota, and North Dakota. This includes monitoring of the ecosystems found there, and the provision and management of appropriate activities at preserves. The day-to-day management of conservation programs, preserves and other area lands managed by the Minnesota Chapter shall be the undertaken by the Director of the Northern Tallgrass Prairie Ecoregion, the Directors of Community Based Conservation for Northeastern and Central Minnesota in consultation with the ASDCP. Education: Graduate degree in sciences and/or natural resources planning or related field, and at least 5 years experience in natural sciences or natural resource planning, including direct experience in the supervision of staff and/or program administration. Familiarity with or demonstrated ability to learn Minnesota's flora, fauna and ecosystems, geography, culture, community, academic and government institutions. The ability to write well and speak effectively in public. Understanding of the importance of data management and Geographic Information Systems. Computer literacy and experience with personal computers and word processing, database, and spreadsheet software and applications. The ability and willingness to work evenings and weekends as necessary, and to travel throughout Minnesota frequently and on short notice. Appreciation of natural landscapes and a sense of humor are helpful. Send cover letter and resume to: Mid-Americas Human Resources and Staffing Team, MACRApply@tnc.org. Close Date: Until Filled.

Executive Director - The Executive Director is directly responsible for overall leadership and day-to-day management of this growing and leading bird conservation organization. RMBO employs 17 staff in three regional offices, executing projects throughout the Rocky Mountain and Great Plains states and Mexico. For more information about RMBO, visit web site. Candidates should have a

Conservation Biologist

The Wild Salmon Center
Non-profit Organization
Executive Level
Portland, OR

The Conservation Biologist will be a member of the Wild Salmon Center-Ecotrust "State of the Salmon" program, which is a three-year effort to develop a comprehensive public information system on the status of North Pacific salmon. The position's principal responsibility is to staff the IUCN Salmonid Specialist Group and to provide analytical expertise to the program. The position requires the ability to collect diverse data and create reliable syntheses of information to depict trends in salmon abundance and biodiversity. A successful Conservation Biologist will be able to inspire an international corps of volunteers to track native Pacific salmon status at a scale relevant for policy action. This full-time position is based in Portland, Oregon. Qualifications include: Ph.D. in Fisheries or Conservation Biology or comparable professional experience, ability to work in a team environment, strong organizational skills, exceptional writing skills, flexibility regarding travel and hours, passion for salmon conservation. Russian or Japanese language skills a plus. Salary commensurate with qualifications and experience; plus benefits and retirement plan. The Wild Salmon Center is an Equal Opportunity Employer.

To apply send a resume, cover letter, a minimum of two writing samples (published and unpublished work) and three references to:

Wild Salmon Center
721 NW 9th Avenue, Suite 290
Portland,
OR 97209
ATTN: SoS CB.

E-mail submissions may be sent to info@wildsalmoncenter.org, Subject: SoS CB. For more information, a complete job description, and related job postings, go to <http://www.ecotrust.org/connect/jobs.html>.

proven record of general business or nonprofit management, fund raising, and planning. Candidates with degrees in the natural sciences are desired. RMBO provides competitive salary, medical and dental benefits, and 403(b). Interested candidates should send their resume. Shelly Morrell, Executive Director Search Committee, Rocky Mountain Bird Observatory, 14500 Lark Bunting Lane, Brighton, CO 80603. Phone: 970-482-1707. Email: shelly.morrell@rmbo.org. Close Date: Until Filled.

Director of Government Relations - The Director of Government Relations I plans, implements and coordinates a comprehensive program for a small to mid-sized state program to affect government policy and legislation at all levels to further the Conservancy's mission of preserving biological diversity, ensuring that the program complies with federal lobbying laws and regulations. Duties include daily contact with local, state and federal officials on matters pertaining to administrative and legislative actions relation to the mission of The Nature Conservancy, and fund raising activity to increase the level of financial support for TNC projects and priorities. The Dir. of Government Relations I represents The Nature Conservancy before state and local agencies and special interest groups, and assists with building grassroots support for statewide policy objectives that support TNC's mission. Education: Bachelor's degree in political science, public policy, government relations or related field and 3 to 5 years experience, including experience working with legislative or campaign issues. Equivalent combination of education and experience acceptable. Master's degree may be preferred or required. Knowledge of current political, socio-economic and conservation trends and issues in the state; excellent working knowledge of state legislature as it relates to conservation issues. Supervisory experience, including ability to motivate, lead, set objectives, and manage performance. Successful experience in developing, directing and managing multiple projects. Ability to use advanced computer functions including navigating the Internet. Ability to manipulate, analyze and interpret data. Contact: Annette Tate at (907) 276-3133 x105. Email: atate@tnc.org. Close Date: Until Filled.

Grant Specialist - The Grants Specialist is directly responsible for the administrative management of all aspects of government-funded projects, including review of proposals and preparation of budgets, set-up in central finance systems, preparation and submission of all invoices and financial reports, and maintenance of master agreement files. Works closely with project managers to ensure that the terms and conditions of agreements are met and properly documented, and directly with agency contracting officers to clarify or negotiate financial and administrative requirements. Education: Bachelor's degree in finance, accounting or business administration and 2 to 3 years related experience or equivalent combination. Minimum 2 years of successful experience in government grants administration preferred. Current knowledge of applicable federal government circulars (OMB A-110, A-122 and A-133), state and local regulations, and of meaning of standard contract clauses. Demonstrated experience in MS Office, including Word, Excel and Access. May require database management skills with ability to produce reports. Ability to use advanced computer functions including navigating the Internet. Ability to manipulate, analyze and interpret data. Demonstrated experience using accounting and financial reporting systems. Proven organizational skills and attention to detail. Send cover letter and resume to: Lisa Padeken, The Nature Conservancy, 923 Nu'uuanu Avenue, Honolulu, Hawaii 96817. Fax: (808) 545-2019. Email lpadeken@tnc.org. Close Date: Until Filled.

Director of Communication - New York State Office (New York City or Albany, NY). The Director of Communications for New York State is responsible for planning, developing, and implementing a comprehensive program designed to increase and sustain public awareness and support for The Nature Conservancy and its mission. Communication activities are designed to raise the Conservancy's visibility among targeted audiences, promote the conservation of priority landscapes statewide, create a foundation for TNC fundraising activities, and support efforts to advance public policy and government relations goals. The Director coordinates closely with state office, chapter, and national TNC staff in implementing communication strategies. The Director of Communications develops a comprehensive communications approach to ensure New York-based media coverage of TNC's conservation activities in New York State and throughout the world. The Director develops relationships with key persons in the media and related fields, identifies potential stories, and develops media outreach materials. The Director provides strategic advice and training on media relations and communication techniques to chapter-based staff working at the local level, to support the development of a unified statewide communications program. The Director works closely with senior leadership and chapter staff to identify constituencies that support TNC's mission, and develops communication messages and strategies for enlisting these constituencies in support of public policies and initiatives that conserve biological diversity and natural resources. He/she is also responsible for overseeing the development and production of various written communication materials, as well as the content of New York's portion of The Nature Conservancy's website. Education: Bachelor's degree in English, Journalism, Marketing, or related field and at least 5 to 7 years direct experience in communications and media relations. Demonstrated ability to conceive and implement a comprehensive communications program designed to support and advance the organization's mission. Expert knowledge of current trends in communications strategies, techniques, and technologies. Substantial experience in managing media relations, securing media coverage in diverse types of print, television, internet, and radio outlets, and designing media strategies to support organizational goals. Experience in MS Office, Word, and Excel. May require database management

skills with ability to produce reports. Ability to use advanced computer functions including understanding of web page applications. Ability to manipulate, analyze, and interpret data. Experience working in a non-profit context is preferred but not required. Contact: Becky DeJoseph, The Nature Conservancy, 415 River Street, 4th Floor, Troy, NY 12180. (518)273-5022 fax. Email: rdejoseph@tnc.org. Close Date: Until Filled.

Restoration Project Manager - Seattle, WA. Salary \$42,086-\$46,500/year. NWF seeks a Restoration Project Manager (RPM) to guide salmonid habitat restoration projects for its Northwestern Natural Resource Center in Seattle. The RPM will develop and coordinate these projects using volunteers, affiliates and other interested individuals and organizations. Other duties include: designing adult education materials that can be used to help build a constituency for stream and water protection; working to promote activities and management decisions that result in healthy watersheds; and working with NWF Regional Development Officers (RDO), government funding sources and foundations to help secure financial support. Education: Bachelor's degree in fisheries or aquatic biology req'd; five years experience in any combination of organizing, education, advocacy or biology; experience working with volunteers and funders; previous nonprofit and grant writing exp pref; clear understanding healthy aquatic systems & salmonids; ability to write compelling educational materials and represent NWF in different media. NWF offers an excellent benefits package. Send cover letter, resume, w/ salary requirements indicating job # 1524 to: National Wildlife Federation, 11100 Wildlife Center Drive Reston, VA 20190-5362 E-mail: jobopp@nwf.org. Close Date: Until Filled.

Senior Manager/Foundation Relations - Reston, VA. NWF, one of the leading environmental organizations working to protect wildlife and wild places, seeks an experienced professional with strong development and implementation skills. The Senior Manager will be responsible for overseeing and implementing strategies for the cultivation and solicitation of foundations to support NWF's Conservation Programs. The position will have a primary focus on regional offices and projects. Education: Bachelor's degree with a relevant master's degree desirable. At least three years experience in foundation fundraising with a large nonprofit or related experience. Strong knowledge in determining strategy and approach to funders, budget preparation, proposal development and collaborating with senior program staff members on communicating with foundation donors and prospects. Must have excellent written and oral communications skills. Computer proficiency in windows-based environment: Word, Spreadsheet, Presentation Software; and knowledge of e-mail and Internet. Qualified candidates should send cover letter, resume w/salary requirements indicating job # 1531 to: National Wildlife Federation, 11100 Wildlife Center Drive Reston, VA 20190 Fax: 703-438-6039 E-mail: jobopp@nwf.org. Close Date: Until Filled.

Senior Policy Specialist for Lands Stewardship - Washington, DC. National Wildlife Federation (NWF) seeks a Senior Policy Specialist for Lands Stewardship to assist a senior staff team effort in developing and implementing national advocacy strategies for key land stewardship/conservation issues. This position will supervise D.C. based land stewardship staff and coordinate closely on related national land stewardship issues with other inter-departmental NWF staff, including NWF's field offices. Education: Bachelor's degree required, advanced degree in environmental policy, land management or other related topics preferred. Minimum 8 years experience working for a non-profit, government agency, congressional office or comparable entity on land conservation or related topics. Advocacy experience strongly preferred. Must have knowledge of how Congress, the Executive Branch and State Government agencies operate. Must be knowledgeable about federal lands policy and how to use it as a tool to protect wildlife and wild places. Must have good supervisory skills, ability to work collaboratively with others. A successful candidate will be a strategic thinker, well-organized, strong communicator, and have a demonstrated ability to set goals and meet deadlines. NWF offers an excellent benefits package. Salary commensurate with experience. Individuals from historically under-represented groups are encouraged to apply. Send cover letter, resume, w/salary requirements indicating job # 1521 to: National Wildlife Federation, 11100 Wildlife Center Drive Reston, VA 20190-5362 E-mail: jobopp@nwf.org. Close Date: Until Filled.

Donor Relations Manager - Assists in the creation and implementation of strategies for the ongoing cultivation of donors capable of major and/or deferred gifts. Conducts initial exploratory meetings with donors and prospects to determine capacity for major gifts. Provides ongoing opportunities for contact with past and current donors. Moves major gift suspects to prospect pool for management by senior fundraising staff and integration into the Moves Management process. Works on a variety of activities including providing program information to prospects and drafting routine correspondence and acknowledgments. Uses the fundraising management system (FMS) to update donor information, produce reports, perform analysis, and track and cultivate donors. Assists in cultivating and soliciting donors through meetings, trips, events, etc. Education: Bachelor's degree in marketing, communications or related field and 4 years' related work experience or equivalent combination. Major gifts or other direct fundraising experience preferred. Demonstrated experience using effective interpersonal skills, listening, diplomacy and tact to build strong relationships with donors, volunteers, and all levels of staff. Well-developed written and oral communication, negotiating and organizational skills. Working knowledge or willingness and ability to learn basics of charitable gift planning. Ability to use existing technology to achieve desired results. Successful experience in managing and tracking multiple prospects and donors. Contact Cheryl McGrew at cmcgreg@tnc.org. No phone calls please. Close Date: Until Filled.

Director of Conservation Programs - Oversees all protection, science, stewardship and community-based programs for a state chapter. Establishes overall conservation priorities in the state and develops and implements strategies for accomplishing them. This includes: Ecoregional planning, site conservation planning and site management planning; biological monitoring and management; protection strategies and project oversight; development and implementation of ecosystem initiatives at community-based project sites and supervision and direction of needed research. Supervises program staff in all areas. Education: Advanced degree in natural sciences or natural resource planning and 5 to 7 years experience in natural areas planning or management, or equivalent combination of education and experience. Expert knowledge of ecosystem dynamics and landscape ecology. Familiarity with or demonstrated ability to quickly learn about the state's flora, fauna, ecosystems, geography, culture, academic communities and government institutions. Knowledge of current trends in conservation, land management and natural resource preservation and experience in applying this knowledge to set and achieve priorities. Experience developing, directing and managing multiple projects and implementing strategic program goals. Management experience, including ability to motivate, lead, set objectives, and manage performance of a large multi-disciplinary team. Conflict resolution skills. Ability to foster an environment of creativity and professional growth. Demonstrated experience in MS Office, Word, and Excel. Please send resume with cover letter to: Eileen Jobin, Director of Operations, 2727 East 21st Street, Suite 102, Tulsa, OK 74114. Please, no phone calls. Close Date: Until Filled.

Attorney II - Seattle, WA. Provides legal consultation and advisory work on complex legal matters and projects. Reviews organizational documents and prepares and examines contracts which may involve government grants, leases, licenses, purchases, sales, insurance, easements, etc. Ensures that transactions are legally sound and consistent with the Conservancy's mission, authority, policy, and procedure and that conservation project information and documentation is reported and filed accurately. Negotiates complex real estate transactions or has primary responsibility for particular substantive legal areas. May provide guidance to less experienced attorneys. Education: Graduate of an accredited law school with at least five years experience and admitted into a state bar. Successful experience in developing, directing and managing multiple projects and implementing strategic program goals. May require supervisory experience, including ability to motivate, lead, set objectives, and manage performance, including conflict resolution. Excellent legal research skills using online services, law books, and other resources. Working knowledge of current trends in relevant discipline. Send resume and cover letter to jobs@tnc.org (please indicate job title in subject line). Close Date: Until Filled.

State Executive Director - The National Audubon Society (NAS) is seeking a State Executive Director to lead and expand a state program in Iowa based in Des Moines, IA. The Executive Director will be the chief executive officer for Audubon in Iowa and will supervise all NAS facilities and programs in Iowa. The Executive Director will also serve as a liaison to local Audubon chapters in IA and will further develop and strengthen a state board of directors to oversee and assist with the development of Audubon Iowa programs. The Executive Director reports to Carol Warden, VP of State Programs for NAS, and will be jointly supervised by a state board of directors. The Executive Director and all employees of Audubon Iowa will be employees of National Audubon Society. The Executive Director will participate as a member of a team of state directors to help achieve National Audubon Society goals. Education: A Bachelor's degree is required. An advanced degree in science, business, law, public administration, or a natural resource-related field is highly desirable. Experience: Ten years of progressively responsible experience with private, non-profit, or public sector organizations, including five years at management level with comparable staff and budget. Proven program building, innovative leadership, and management skills are

Online Environmental Degree Programs

University of Maryland University College Bachelor of Science in Environmental Management-

Offered at the Bachelor's level, this environmental science degree educates environmental managers who not only understand all aspects of the environmental management industry but have "new work skills," including critical thinking, problem solving, project management, interpersonal relations, and team building. The major in environmental management prepares students to plan, implement, and control all facets of environmental management.

Master of Science in Environmental Management-

Designed to provide the skills, knowledge, and competencies in environmental management to function effectively in diverse organizational settings engaged in the field. The courses in this graduate environmental science program are interrelated and provide a solid conceptual and applied foundation.

Columbia Southern University Bachelor of Science Environmental Management-

In this undergraduate environmental science degree program, students are provided with a solid foundation in federal and state EPA rules and regulations and cutting edge concepts concerning environmental use and protection. Students enrolled in this program will acquire practical "how to" skills relating to solid waste/hazardous waste management and appropriate measures for minimizing air, soil and water pollution. As an accredited, degree-granting member of the Distance Education and Training Council, Columbia Southern University is also an institutional member of the Council for Higher Education Accreditation.

Oregon State University- Oregon State University offers the following online environmental science degree completion programs: B.S. Environmental Sciences, B.S. Natural Resources, Environmental Sciences Minor, Natural Resources Minor Courses offered through OSU Distance & Continuing Education have been redesigned for delivery to students learning from a distance via the Web, video, interactive television (ITV), and Individualized Directed Learning (IDL). Accredited by the Northwest Association of Schools and Colleges.

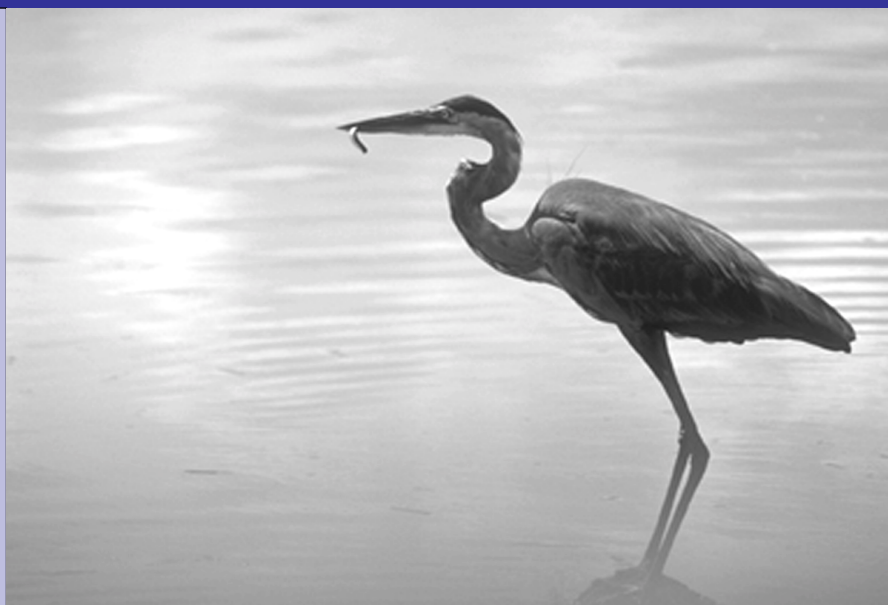
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