



Natural Areas Specialist

Bernheim Arboretum and Research Forest, a 16,000+ acre protected forest in Kentucky, about 25 miles south of Louisville, is seeking a detail-oriented, ecologically focused Natural Areas Specialist that respects and values nature, science and conservation.

Bernheim is home to a 600-acre arboretum, designated as Kentucky's official arboretum. The natural landscape features 40+ miles of hiking trails and extensive natural areas managed for conservation purposes. Its woodlands, prairies, and wetlands make up the largest privately-owned forest in the Eastern United States dedicated to education and conservation. Bernheim is a privately owned not-for-profit, relying on donations and memberships, whose mission is to connect people with nature. Annually, over 350,000 people experience Bernheim through visits, educational programs, field trips, and Bernheim festivals.

The Natural Areas Specialist will work to maintain, protect, and enhance the diverse habitats and over 40 miles of trails within Bernheim Forest. Duties include, but are not limited to, vegetation management, trail maintenance, research project assistance, forestry road maintenance, and forest patrol.

Essential Duties and Responsibilities:

- Mechanical and chemical removal of invasive plant species
- Habitat management (bush hog, forestry mulcher, prescribed fire)
- Wildlife monitoring
- Tree removal and erosion mitigation on trails
- Limb and tree removal, grading, and water mitigation on forestry roads
- Frequent small and large machine operation
- Assisting with prescribed fires
- Remote forest and boundary patrol
- Other duties as assigned

Qualifications:

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Lack of experience may be substituted with education and a strong willingness to learn.

- An understanding of ecosystem processes and land management principles. The Natural Areas Specialist should be committed to practicing responsible and effective land stewardship
- Familiarity with operation and use of vehicle with standard transmissions, chainsaws, tractors and bush hogs, skid steers, forestry mulchers, herbicide spray tanks, chippers, string trimmers, leaf blowers and hand tools

- Knowledge and experience with prescribed fire for habitat management
- Ability to work with minimal supervision in remote areas in proximity to wildlife
- Ability to communicate and work effectively with a team
- Knowledge and interest in plants and animals found in Bernheim region
- Familiarity with trail cameras and the use of GPS navigation technology

Competencies:

- Teamwork - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Supports everyone's efforts to succeed.
- Diversity - Shows respect and sensitivity for cultural differences; promotes a harassment-free environment.
- Organizational Support - Follows policies and procedures; supports organization's goals and values.
- Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.
- Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals. Completes tasks on time or notifies appropriate person with an alternate plan.

Education and Experience:

- Bachelor's degree or equivalent in natural sciences, ecology, forestry, biology, or related disciplines is preferred
- Two years of field experience in land management, conservation, and restoration techniques is preferred

Computer Skills:

To perform this job successfully, an individual should have experience with trail cameras and GPS technologies.

Certificates, Licenses, Registrations:

- Possess a valid driver's license
- Ability to obtain certification as a pesticide applicator with the Commonwealth of Kentucky

Physical Demands:

While performing the duties of this job, the employee is regularly required to stand and walk, sometimes a distance of several miles. The employee is frequently required to stoop, kneel, crouch, or crawl. The employee must be able to lift and/or move up to 75 pounds. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.



Pay for this is permanent, full-time hourly position is between \$18-\$20/hr, with competitive benefits package that includes health/vision/dental insurance, retirement 403b match benefit and paid sick, holiday and vacation leave. The Natural Areas Specialist will report directly to the Natural Areas Manager. The working hours are typically 7:45am to 4:15pm, Monday-Friday. Workdays will occasionally include Saturday and Sunday, and the working hours are subject to change based on project needs. This position includes working outdoors, in inclement weather, and in remote settings.

Please send all inquiries and resumes to: HR@bernheim.org.

Bernheim Arboretum and Research Forest is proud to be an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We recruit, employ, train, compensate, and promote without regard to race, color, national origin, creed, religion, sex, gender identity, sexual orientation, marital status, parental status, disability, age, veteran status, or any other status protected by law.