



JOIN OUR TEAM!

WE ARE HIRING!

CONSERVATION & SCIENCE SPECIALIST

The Altar Valley Conservation Alliance seeks an enthusiastic and organized individual with a strong collaborative nature to join our team. The Conservation & Science Specialist will support the implementation, monitoring, and coordination of AVCA's conservation projects and help develop a network of research projects across a 600,000-acre watershed.

The Conservation & Science Specialist will be a full-time, 40 hour/week, Tucson-based position. This position reports to the AVCA Conservation & Science Director and works closely with the rest of the AVCA staff, as well as the AVCA's Board of Directors and Science Advisory Board. This position will work both independently and with the Conservation & Science Director on project management, including development, installation, and monitoring. The position will be based remotely, with travel to project sites and meetings in Altar Valley expected from 1-3 days per week in the spring and fall (less frequently in the summer). Field days will take place in a remote desert environment and candidates will need to be able to spend long days outside in the heat, while managing the safety of themselves and others.

Major Duties

- Manage implementation of conservation projects located throughout the Altar Valley related to grassland enhancement, habitat improvement, erosion control, soil health, infrastructure modifications, invasive species management, large-landscape conservation, and other issues.
- Coordinate meetings and workshops with project partners, including ranchers, land managers, researchers, students, contractors, and volunteers.
- Lead field days for project implementation and monitoring, including site visits with other AVCA staff and training sessions for students and volunteers.
- Collect and analyze field-based data on vegetation, soils, water, wildlife, and/or other aspects of conservation projects. Use Esri FieldMaps and other digital applications for data collection and communication materials.
- Communicate AVCA's science and conservation activities to diverse types of partners verbally and in writing.
- Work with the AVCA Conservation & Science Director and Science Advisory Board to develop watershed-wide monitoring protocols, strategies, and research projects
- Work with the AVCA team on grant development, administration, and reporting.

Required Qualifications, Skills and Abilities

- Master's Degree **or** Bachelor's Degree + 2 years of experience in natural resource management, range science/management, watershed conservation/restoration, wildlife biology, soil/water/environmental science, or a related field. Knowledge of common methodologies for monitoring and evaluating vegetation, soils, water, wildlife and/or land management actions.
- Experience in conducting field-based scientific research and analyzing associated data.
- Experience in designing, implementing, and/or monitoring conservation projects.
- Ability to record, describe, and present project activities, accomplishments, and questions to diverse audiences.
- Ability to collect field data using GIS products and use basic functions of ArcGIS Online such as interpreting and editing maps.
- Ability to read/interpret landscapes.
- Proven experience safely working full days in exposed desert environments, both independently and with teams.
- Daily access to a vehicle and possession of a valid Arizona driver's license.

Desired Qualifications, Skills, and Abilities

- Experience reading/interpreting landscapes of the Sonoran Desert and Semidesert Grasslands of southern Arizona.
- Well-developed skills in communicating with, listening to, and gathering feedback from people with various perspectives.
- Proven ability to work independently and think creatively.
- Willingness to document actions and developments related to projects as required by the Alliance and project funders.
- Interest in long-term employment with the Alliance, building relationships in the Altar Valley and southern Arizona, and building leadership skills.

Timing and Compensation

The Conservation and Science Specialist will be a W-2 employee of the AVCA, and work approximately 40 hours per week with a flexible schedule. The hourly wage range is \$30-35 depending on experience. AVCA employees receive paid time off on all federal holidays. Sick leave of 24 hours per year is granted to each staff member at the outset of each year. This position receives 80 hours of paid vacation each year. This position receives a technology stipend for computer and phone use.

Work is primarily remote, with travel to project sites and meetings in Altar Valley expected from 1-3 days per week in the spring and fall (less frequently in the summer). Attendance of weekly staff calls, quarterly in-person board meetings, and frequent communication with other staff is necessary. Personal vehicle use will be reimbursed at the annual IRS federal mileage rate.

To apply, please send your CV, a cover letter, a professional writing sample (preferably a scientific paper or project report from the field, and contact information for three professional and/or personal references to Sarah King, AVCA's Executive Director.

✉ sarah@altarvalleyconservation.org

For more information about AVCA:
🌐 www.altarvalleyconservation.org

Initial application review will begin March 2, 2026 and the position will be open until filled.

