

## 10,000 YEARS INSTITUTE

watershed ecological services • [www.10000yearsinstitute.org](http://www.10000yearsinstitute.org)  
360.301.4306 • PO Box 1081 • Forks, WA 98331

### *Applied Research* Job Announcement

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**JOB TITLE:** Research Assistant

**PROJECTS:** Reed Canarygrass Ecological Impact Study  
Reed Canarygrass and Coho Salmon Intrinsic Potential Modeling Study  
Scotch Broom Ecological Impact Study  
Scotch Broom Remote Sensing Strategies in Forest Health  
Environmental DNA for Aquatic Species Use of Intermittently Flooded Habitats

**DATE:** January 2024, onward

**STATUS:** Full-time – Permanent or Seasonal

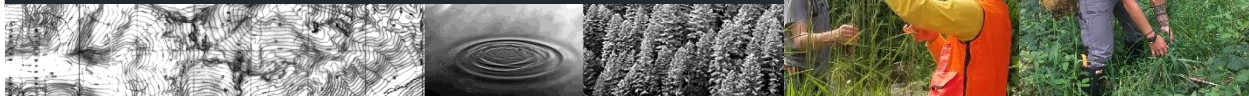
**SALARY:** \$17 - \$25 per hour, DOQ

**CONTACT:** Jill Silver, Executive Director – [jsilver@10000yearsinstitute.org](mailto:jsilver@10000yearsinstitute.org)

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#### OUR MISSION

10,000 Years Institute works toward community, ecological, and climate resilience in the Pacific Northwest. We evaluate the effects of human activities on natural environments – the forests, rivers, wetlands and estuaries that sustain our communities and ecosystems. We develop innovative, science-based approaches to restore ecological integrity, and promote sustainable practices in landscapes across the region.



10KYI is recruiting Research Assistants from entry level (Level 1) to intermediate (Level 2) to advanced (Level 3). Research Assistants receive skills training, experience, and advancement to higher levels as demonstrated over time in the position and on the job.

Wage rates are:

- Research Assistant 1: \$17 - \$19 per hour
- Research Assistant 2: \$19 - \$21 per hour
- Research Assistant 3: \$22 - \$25 per hour

## **BACKGROUND:**

10,000 Years Institute (10KYI) is a 501(c)(3) non-profit organization that seeks to use scientific and local knowledge to advocate for resilient ecosystems, and sustainable forestry practices and land management through applied research, watershed ecological services, and education. 10KYI works to meet its goals while employing local residents and empowering communities to foster a stewardship ethic in their home landscapes.

Ongoing applied research projects include:

- Characterizing the effects of invasive reed canarygrass (*Phalaris arundinacea*) on water quality and ecosystem function on the Olympic Peninsula
- Studying the impacts of the non-native Scotch broom (*Cytisus scoparius*) populations on soil chemistry, soil carbon, mycorrhizal fungi, and native vegetation ecology with Western Washington University and the Olympic Experimental State Forest.
- Evaluating remote sensing strategies for mapping invasives with the Evergreen State College.
- Collaborations with the University of Washington and Olympic National Forest (ONF) for Olympic mudminnow eDNA research
- Developing proof-of-concept for biochar pyrolysis from forest slash and Scotch broom
- Working with the Olympic Forest Collaborative and Wild Salmon Center on Forest Thinning Response monitoring and restoration strategies.

Visit 10KYI's website - <http://www.10000yearsinstitute.org> - for more background and information.

## **JOB DESCRIPTION:**

10KYI is seeking highly motivated and dependable applicants for a full-time (40 hours/week) Research Assistant (RA). This position supports other 10KYI and partner monitoring and research projects as needed and assists the 10KYI restoration field crew with restoration work. The results of 10KYI studies will be submitted for publication in peer-reviewed ecological science journals. Research Assistants will review and provide feedback on scientific writing, assist in literature reviews of invasive plants on the Olympic Peninsula.

Research Assistants report to and work closely with 10KYI's Research Project Coordinator, Executive Director, Project Coordinator, and GIS Specialist. 10KYI works in collaboration with federal, state, and local agencies, tribes, and non-profit organizations to implement other applied research and monitoring projects. These collaborations provide opportunities to network with and learn from peers in the field, and the Research Assistant and team provide support to these projects as opportunities arise.

Research Assistants are responsible for conducting fieldwork, communicating results, data management, analysis, and reporting, and providing presentations, verbal and written updates, and educational outreach materials to the public and partners.

10KYI's office and operations base is located in the community of Forks, Washington, in close proximity to the Washington coast and Olympic National Park. The ideal applicant is self-reliant, appreciates the high rainfall and rainforest, enjoys life in remote rural communities, and is enthused about exploring the Olympic Peninsula.

Research Assistants are provided a 4WD late model truck for project use. Occasional overnights should be expected during visits to remote sites.

## **DUTIES & RESPONSIBILITIES:**

This position requires excellent observational, communication, organizational, and critical thinking skills, and excellent physical condition for hiking, wading, and working outdoors in all weather conditions.

- Conduct research project monitoring and data collection following 10KYI best practices, methods, and policies under the direct supervision of the Research Project Coordinator
- Manage and maintain research equipment
- Maintain calibration and accuracy-check logs for equipment QA/QC
- Perform data entry and reporting using Microsoft Office Suite
- Summarize data and develop reports on sites and activities
- Develop statistical analysis of scientific data for scientific papers
- Manage equipment and supply, ordering and maintenance
- Navigate uneven terrain and off-trail aquatic environments.
- Measure, and record all variables of interest pertaining to projects in a variety of forested and open riverine and wetland habitats, pastures, gravel mines, and roads
- Work with GIS staff to develop maps for planning, fieldwork, and reporting
- Assist in the development of communication, outreach programs and presentations, and educational materials related to reed canarygrass research, resources, and opportunities
- Work with the Executive Director and other staff to develop fundable project ideas consistent with 10KYI's mission
- Locate and collate literature and develop annotated bibliographies on invasive species, riverine processes and functions, and ecosystems of the Pacific Northwest.

## **REQUIRED QUALIFICATIONS:**

The Research Assistant series provides mentoring and career development opportunities for candidates with limited research experience. Candidates will be hired as Research Assistant 1, 2, or 3, depending on skills and experience.

Please note, for any of the below levels, closely related qualifying experience may be substituted for the required education on a year-by-year basis.

### **To qualify at the Research Assistant 1 level:**

An Associate's degree from an accredited institution in botany, ecology, natural sciences, biology, hydrology, or a related field; **OR** two (2) years of fieldwork experience on the 10KYI restoration field crew or other relevant field experience

### **To qualify at the Research Assistant 2 level:**

A Bachelor's degree from an accredited institution in botany, ecology, natural sciences, biology, hydrology, or a related field and two (2) years of experience in ecological fieldwork; **OR** two (2) years of experience as Research Assistant 1 position at 10KYI or other relevant experience

### **To qualify at the Research Assistant 3 level:**

A Master's degree from an accredited institution in botany, ecology, natural sciences, biology, hydrology, or a related field and one (1) year of experience in ecological fieldwork and statistics; **OR** two (2) years of experience as Research Assistant 2 position at 10KYI or other relevant experience

### **PREFERRED QUALIFICATIONS**

- Experience in study design and implementation
- Experience in data management and analysis
- Strong written and verbal communications skills
- Strong organizational skills
- Proficiency with Microsoft Office Suite
- Expertise in stream monitoring techniques such as stream flow and discharge, temperature monitoring, pebble counts, and vegetation surveys
- Experience calibrating and troubleshooting stream monitoring equipment such as flow meter and DO meter
- Experience communicating with different audiences (e.g., public and scientific,) and interest in collaborating with diverse stakeholder groups
- Team player, committed to working collaboratively with 10KYI staff, crews, and the diverse scope of project partners
- Knowledge of native and invasive plants on the Olympic Peninsula
- Knowledge of eDNA sampling techniques and procedures
- Knowledge of Scotch broom biology and ecology
- Knowledge of the biology, ecology, and local effects of reed canarygrass and Scotch broom
- Knowledge of restoration techniques including revegetation and herbicide application
- A working knowledge of ArcGIS or willingness to learn
- Ability to work outdoors in inclement weather and carry a 20-pound pack over various terrain
- Comfortable with flexible weekly schedules, which adjust to weather and project needs
- Ability to navigate and set a bearing using a compass and to read aerial and topographical maps
- Ability to safely operate a 4WD vehicle on and off paved roads
- Have a clean driving record and a valid driver's license
- Standard First Aid Certification (may be obtained with 10KYI)
- Standard and/or Wilderness First Aid and CPR

### **HOW TO APPLY:**

Please submit a cover letter, resume, three references, and a short writing sample from a relevant research project, with RESEARCH ASSISTANT in the subject heading, to:  
[jsilver@10000yearsinstitute.org](mailto:jsilver@10000yearsinstitute.org)

No phone calls, please.

We conform to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job openings. We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, or national origin, age, or disability status.