



Blue Ridge PRISM

Partnership for Regional Invasive Species Management

PO Box 119 White Hall Virginia 22987 | www.blueridgeprism.org

Position Description: Invasive Management Specialist

Blue Ridge Partnership for Regional Invasive Species Management (PRISM) is a 501(c)(3) public charity whose mission is to reduce the impact of invasive plants on the ecosystems of the northern Blue Ridge Mountains and surrounding areas through regional and statewide advocacy, landowner support, implementing control measures, and public education. Blue Ridge PRISM partners with federal/state/local government agencies, nonprofit organizations, and communities to address the threat invasive plants pose to a 3.6 million-acre area of public and private land in 12 counties in the northern Blue Ridge Mountains of Virginia.

PRISM seeks an Invasive Management Specialist to fill a strategic role in PRISM's mission by providing direct technical assistance and invasive species education to partners, landowners, individuals, and communities in the southern portion of PRISM's 12-county service area. The counties in Virginia covered by this position include Albemarle, Augusta, Greene, Madison, Nelson, Rockingham, and the cities of Charlottesville, Waynesboro, Harrisonburg, and Staunton.

Reporting to the Executive Director, the Invasive Management Specialist is part of PRISM's on-the-ground team maintaining PRISM's brand as a respected authority on invasive plants in Virginia. Influenced by their observations and interactions on the ground, they bring a strategic perspective on how to best further PRISM's mission and build a diverse and inclusive audience. This position works closely with the Director of Communications and Outreach, volunteers, key partners, individual landowners, and communities. The Invasive Management Specialist is the public face of PRISM responsible for developing and conducting invasive education events, meeting with interested landowners and communities, providing on-the-ground technical assistance through PRISM's Site Visit Program, cultivating partnerships on behalf of PRISM, coordinating local invasive plant control efforts, and representing PRISM at public events.

Key Responsibilities

- Provide technical assistance to individuals or groups to help them understand what invasive plants are present and what management strategies should be considered
- Strengthen PRISM relationships with existing partners and actively seek and cultivate new partnerships
- Plan and lead invasive plant education and outreach activities for PRISM, including but not limited to Seasonal Invasive Plant Workshops, Invasive Plant Field Sessions, and tabling at public venues
- Serve as the public face of Blue Ridge PRISM speaking at local conferences and to interested groups
- Work directly with volunteers, e.g. lead invasive control work events, identify/train volunteers to assist in PRISM's invasive education and outreach activities, guide local volunteer initiatives
- Lead field operations and meet with contractors as needed for EDRR (early detection, rapid response) work in the region
- Stay up to date on current invasive plant issues, research, and control methodologies

Qualifications

- Demonstrated passion for Virginia's native plants, concern about the threats posed by invasive plants, and interest in preserving Virginia's natural heritage
- Bachelor's degree in biology, ecology, forestry, environmental studies, a related field or equivalent experience
- Two or more years of experience working in land management, natural areas restoration, invasive plant management, botany, and/or forestry preferred, including knowledge of invasive plants common to Virginia and hands-on experience controlling them
- Excellent interpersonal skills and an ability to effectively engage a diversity of audiences and people
- Excellent writing, verbal communication, and presentation skills
- Interest in working with the general public (individuals, groups, partners) and willingness to explore innovative approaches in working with the public and PRISM partners to manage invasive plants
- Proactive and highly motivated with demonstrated ability to work with minimal supervision

- Apt attention to detail, personal organization, and time management with eye towards longer-term strategies and planning to best leverage position's strategic role within the organization
- Ability to become a Virginia Certified Pesticide Applicator
- MS Office software. Ideal candidate will have experience in PowerPoint, Google Workspace, and Zoom
- Experience with GPS/GIS and mapping software a plus

Position Requirements and Compensation

This position is a full-time, exempt position based on 40 hours per week. The work will be done remotely (PRISM does not have a central office) and high-speed internet connectivity is a must. Travel will be necessary within the entire service area to facilitate in-person meetings, trainings, and outreach events. Access to reliable transportation is required and travel expenses will be reimbursed.

Salary range is \$48,000 - \$51,500, commensurate with experience. Blue Ridge PRISM offers a competitive benefits package including a SIMPLE IRA with a 3% employer match upon eligibility, long and short-term disability, 20 PTO days annually plus federal holidays, and a contribution towards health insurance.

Location is negotiable within the region described above with a strong preference for a candidate living near Charlottesville, Virginia.

Blue Ridge PRISM is an equal opportunity employer. We are committed to a diverse and inclusive work environment. *We encourage candidates that may not meet all of the required qualifications to apply.*

To Apply

Please send your resume along with a cover letter outlining your qualifications and three professional references to Elizabeth Mizell by email, info@blueridgeprism.org. Include 'Invasive Management Specialist' in the subject line.

No phone calls please. Applications will be accepted until January 31, 2024.