



Institute for Applied Ecology

*Dedicated to native ecosystem conservation, research, and education
1850 Old Pecos Trail, Santa Fe, NM 87505*

The Institute for Applied Ecology (IAE) is a non-profit started in 1999 with a mission to conserve and restore native plants and their habitat through restoration, research, and education. Our vision is a world where all people and wildlands are healthy and interact positively, biological diversity flourishes, and environmental challenges are met with a social commitment to solving problems with scientific principles. Our Southwest Office (IAE SW) works in New Mexico and Arizona.

IAE values diversity and equity, and we encourage applications from all groups of people. We recognize that the strength of IAE is in our people, and we believe that every employee has the right to work in surroundings that are free from all forms of unlawful discrimination and harassment. IAE does not and will not discriminate in employment and personnel practices, and our commitment to equal employment opportunity applies to every aspect of the employment relationship.

Native Seed and Habitat Restoration YCC Crew Lead

Start Date: 7/6/2026

End Date: 11/5/2026

Location: Santa Fe, NM

Status: Temporary, Full-time

Compensation: \$22.00/hr

Plus paid holidays, 16 hours of vacation time, and sick leave.

Position Description

IAE SW seeks to hire one Native Seed and Habitat Restoration Crew Lead through funding from the Youth Conservation Corps (YCC). The crew lead will work closely with IAE staff to coordinate 4 crew members and gain hands-on experience in conservation, native seed collection, restoration, and outdoor education. The weekly work schedule will consist of four 10-hour days (7am-5pm, Monday through Thursday) per week, with occasional exceptions depending on fieldwork needs. The crew will be based out of Santa Fe, NM, and will travel to field sites in provided vehicles. Field sites are located throughout New Mexico and may require occasional overnight camping.

Specific Responsibilities

- Work with IAE staff to coordinate and mentor four crew members.
- Prioritize personal and crew safety while working in the field.
- Native seed collection:
 - Scout plant populations, track phenology, hand collect seed, and record site data.
 - Seed collections will be made from native wildflowers to support IAE's pollinator habitat restoration projects.
- Native seed production field maintenance:
 - Assist with planting, weeding, and general maintenance of native seed production fields in a farm setting.
- Restoration:
 - Assist with invasive species identification and removal, broadcast seeding, planting, and watering at IAE pollinator habitat restoration sites in New Mexico.
- Outdoor education:

- o Assist with developing outreach materials for IAE's ecological education and outreach programs.
- Native seed processing
 - o Assist with seed cleaning, packaging, labeling, and data collection.
- Monitoring
 - o Habitat assessments and surveys for monarch butterflies and other native pollinators.

Studies have shown that Black, Indigenous and People of Color (BIPOC), women and other marginalized groups are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role.

Minimum Qualifications

- **Must be between the ages of 18-25 at the time of hire (YCC requirement)**
- **Must be a New Mexico resident (YCC requirement)**
- **Must have a valid driver's license and ability to drive on off-highway gravel or dirt roads**
- **Must be available for the entire 18-week duration**
- A positive attitude with an interest in conservation biology, botany, or restoration ecology
- Effective communication skills and experience working on a team
- Organized and detail-oriented
- Basic computer skills
- Comfortable outdoors: able to work in a variety of adverse field conditions, which may include exposure to heat and sun, monsoonal rains, and hazardous wildlife
- Able to conduct frequent bending, kneeling, and standing

Preferred Qualifications

- 1+ field seasons performing outdoor work, especially natural resources field work
- Knowledge of plants of the Southwest
- Coursework/training in botany or natural resources

How to Apply

Please fill out the [online application form](#) by **11:59pm, Sunday, April 5th, 2026**. Applications will be reviewed on a rolling basis until the position is filled.

If you have any questions or concerns, please direct them to humanresources@appliedeco.org and we will get back to you as quickly as possible.