

**BUFFALO SOCIETY OF NATURAL SCIENCES POSITION DESCRIPTION**  
**Ecological Restoration Technician**

*We inspire joyful exploration of science and nature through engaging experiences,  
unique resources, and exceptional staff.*

**Department:** Tiff Nature Preserve

**Position Title:** Ecological Restoration Technician

**Primary Reporting Responsibility:** Head of Land Stewardship

**Status:** Full time/non-exempt. This position is temporary and is grant-funded from May 2024 through September 2026.

**Schedule:** Monday through Friday, 37.5 hours per week. Occasional weekend work required.

**Overview:**

At the Buffalo Society of Natural Sciences (BSNS), we believe that science creates opportunities and shapes our world. We take pride in providing an environment that inspires curiosity, self-directed learning, and fun for our guests of all ages. We know that when you mix GREAT SERVICE with GREAT PEOPLE, the result is LASTING MEMORIES for our guests.

**Summary of Position:**

Tiff Nature Preserve includes 264 acres adjacent to Buffalo's Outer Harbor. Protected as a natural area in the mid 1970s, the land was previously used as a dumping site and a transshipment facility between lake freighters and railroad. Nature has long since reclaimed the landscape and a 75-acre remnant of a once sprawling coastal wetland remains tucked away on the eastern half of the Preserve.

Since 1982 BSNS has operated Tiff Nature Preserve, providing environmental education, maintaining trails, and making habitat improvements. In recent years, BSNS has begun systematically removing invasive species and reintroducing native plant communities. The Ecological Restoration Technician will work directly with staff and volunteers to implement a grant-funded ecological renovation of Tiff's East Canal. This multi-faceted position requires a passionate, motivated, and creative individual who has an interest in ecology and values the living environment. The successful candidate will take joy in performing physical labor outdoors on varied terrain in all weather conditions and will demonstrate strong critical thinking and problem-solving skills.

This staff position reports to the Head of Land Stewardship and will work closely with long-term volunteers, large volunteer groups, and seasonal staff. The individual in this role needs to be equally successful in their ability to work independently to meet project and phenological deadlines while also being able to provide and take direction to/from other members of the team.

**Essential Functions:**

- Performs manual labor to implement ecological renovation as designed, including planting trees and shrubs, removing invasive species, and installing fencing and coir logs.
- Works with the Head of Land Stewardship to practice adaptive management; stays in tune with environmental conditions and phenology to change plans as needed to ensure project success.
- Maintains previous ecological improvement projects, including follow-up removal of invasive species at these sites and the care and protection of planted trees and shrubs.
- Assists with ecological monitoring and other ecological/wildlife management efforts as time allows.
- Keeps detailed records using ArcGIS and Microsoft applications. Uses a mobile device to collect field data.
- Uses or operates a variety of tools and equipment including (but not limited to) hand tools, cordless drills and saws, chainsaws, UTVs, pick-up trucks, trailers, and skid steers. Cares for and completes routine preventative maintenance of equipment.
- Keeps equipment and supply storage areas clean and organized.
- Identifies plants as a regular part of decision-making for many aspects of the ecological renovation project including invasive plant control, protection of native species, and native seed collection.

- Uses herbicide and a variety of application equipment to control invasive plants.
- Works closely and professionally with a wide variety of people, including corporate volunteer groups, long-term individual volunteers, college interns, local research partners, BSNS Programs & Experience staff, and BSNS Buildings & Grounds staff.
- Takes initiative and works independently with minimal supervision and works closely with others as required.
- Interacts professionally with and serves as an informational resource to preserve visitors.

#### **Education, Experience, and Skills Required:**

- Minimum of bachelor's degree in biology, environmental science, or similar field. Equivalent experience may be considered in place of a bachelor's degree.
- One year of experience in land stewardship, invasive species management, or similar field. Two years preferred.
- General knowledge or strong interest of WNY wildlife and ecology preferred.
- Ability to identify plants commonly found in WNY, especially exotic invasive plants.
- Valid NYS Commercial Pesticide Applicator/Technician Certification or a willingness to obtain.
- Excellent verbal and written communication skills.
- Strong teamwork and collaboration skills.
- Experience using and maintaining gasoline-powered landscaping or land management equipment including mowers, string trimmers, brush cutters, chainsaws, and woodchippers.
- Basic carpentry experience, including the use of cordless drills and saws.
- Experience using outdoor hand tools, including shovels, post hole diggers, landscaping rakes, sledgehammers, loppers, and pruning saws.
- Maintain a professional and positive disposition with staff, volunteers, and guests.
- A valid NYS Driver's License is required.

#### **Culture and Values**

The Society's culture is one of collaboration, collegiality, and teamwork. The Ecological Restoration Technician must have a desire to work in a mission-first and audience-centered culture following the Society's core values of service, curiosity, collaboration, integrity, and inclusivity. The Ecological Restoration Technician must intend to produce products and experiences of exceptionally high quality and to enjoy work and colleagues.

#### **Physical Demands**

- Use of non-motorized watercraft to access work sites.
- Walking long distances and standing on uneven terrain often.
- Wading in water up to chest height occasionally.
- Working outdoors in all weather conditions.
- Exposure to stinging insects, stinging/thorny plants, and ticks.
- Listening and speaking in-person with individuals and groups frequently.
- Physical dexterity is required to access remote spaces as well as the ability to lift and move items of various weights and sizes.
- Lifting 25-50lbs frequently, 51-100lbs occasionally.

The information provided in this description has been designed to indicate the general nature and level of work performed by incumbents in this position. This job description is not intended to be interpreted as a comprehensive inventory of all duties, responsibilities, qualifications, and work conditions of employees assigned to this job. Management has sole discretion to add or modify the duties of this position and designate other functions as essential at any point in time.

#### **Equal Opportunity Employer**

At the Buffalo Society of Natural Sciences, we believe that to achieve the greatest potential in opportunity, innovation, and discovery, as well as to reach the highest level of effectiveness and well-informed decision making, diversity of

experience and viewpoints is paramount. Further, as a mission-first organization that seeks to be a welcoming and welcomed resource for all in our community, the Society strives to reflect the great diversity of those living in western New York. We encourage applications from individuals of all backgrounds and life experience. The Buffalo Society of Natural Sciences is an Equal Opportunity Employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, or genetic information.

The pay rate for this position is \$21.00 per hour.

*Please send cover letter and resume via email to [careers@sciencebuff.org](mailto:careers@sciencebuff.org)  
Please include "Ecological Restoration Technician" in the email subject line*