



Position Description

Date:	October 5, 2021
Position Title:	<i>Wildfire Research Postdoctoral Scholar</i>
Status:	Full Time
Location:	Dwight Center for Conservation Science (on-site housing available; remote access optional)
Reports To:	Conservation Science Manager

Job Summary: This new Wildfire Research Scholar position will provide leadership on the analysis and publication of Pepperwood’s comprehensive pre- and post-wildfire ecosystem monitoring data sets, which have captured the impact of two fires on our 3200-acres research reserve in the last five years. This position will also be affiliated with Dr. David Ackerly’s Lab at UC Berkeley’s Department of Integrative Biology. The successful candidate will serve as a senior researcher on wildfire impacts on North Coast ecosystems, evaluate the influence of pre-fire treatments on post-fire conditions, and assist with the development of land stewardship recommendations that will improve our communities’ ability to predict, prepare, and adapt to wildfire.

This is a one-year position funded by the Battery Powered Foundation to analyze ecological data metrics of forest resilience before and after wildfire. This role will support Pepperwood’s collaborative approach to developing and disseminating tools for agencies and communities in fire-prone regions in California and beyond. The Wildfire Research Scholar will be responsible for quantitative ecological analysis, modeling, and reporting on post-fire vegetation response and recovery. The Wildfire Research Scholar will work with the Conservation Science Manager, the Research and Preserve Management, and senior advisors from the Ackerly Lab and the Terrestrial Biodiversity Climate Change Collaborative (TBC3) to publish and communicate the results to the scientific community. This advance in regional wildfire science will help residents and land managers and policy makers better plan and take actions to reduce fire hazards.

Essential Functions

- Develop and test key hypotheses by assembling databases and analyzing multi-year pre- and post-wildfire forest response and recovery with potential to expand to grassland and chaparral communities
- Produce computational workflows with documented data and steps that can be reproduced
- Apply ecological theory and knowledge of fire science to address and expand research questions based on results

- Attend virtual and in-person meetings to coordinate and collaborate with Pepperwood, UC Berkeley and partner researchers
- Collaborate with Pepperwood staff and advisors to help identify applications for land stewardship
- Participate in public events to share knowledge gained through this project
- Play a leadership role in preparing and presenting results for publication, with a goal for 2-3 peer-reviewed submissions for publication

Essential Requirements:

A qualified candidate will have a combination of the following experience and/or equivalent education:

- Ph.D. or equivalent degree in Ecology, Evolutionary Ecology, Earth Sciences, Applied Mathematics, or closely related field (candidates close to completion also encouraged to apply)
- Strong background in fields including wildfire science, ecological theory (e.g., landscape, community, population), forest ecology, and climate modeling with the ability to work both independently and as a team player in a transdisciplinary environment
- Scientific publication and/or technical report writing experience
- Strong analytical, verbal, written, interpersonal communication and capacity-building skills and expertise using Microsoft Office and Google Suites
- Experience integrating datasets to address wildfire and climate resilience challenges
- Expertise conducting quantitative analysis including advanced statistics, ecological modeling, and geospatial data analysis
- Ability to write code in R programming language and share code with online teams using source code repositories (GitHub)
- Ability to track and manage projects using online collaboration tools and source code repositories and quickly master new technology and experience implementing data management workflows and best practices
- Ability to communicate (verbal, written) with staff across teams and external partners from different backgrounds, identities and experiences
- Ability to take direction and collaborate, and comfortable seeking guidance as needed

Non-Essential Requirements:

- Bilingual (spoken and/or written) in Spanish or other non-English language a plus
- Field research experience

Work Environment: Pepperwood is a field station located on 3,200 acres in Sonoma County. This position can be either located at Dwight Center for Conservation Science or virtual with visitation (housing provided as needed for visits).

Physical Requirements: Office workstation requires extended sitting, fine finger movements and visual capacity to analyze, review and edit documents. Possibility of field site visits

requiring off-trail hiking up to one mile in potentially adverse weather and in post-fire forest conditions with hazards typical to coastal California vegetation communities (e.g., poison oak exposure).

Compensation: Compensation commensurate with experience. Compensation commensurate with experience. In addition to salary and benefits, an on-site studio is available for long-term housing or short-term stays, as needed, to support this position.

Application Deadline and Process:

Applications will be accepted and reviewed on a rolling basis. To apply please submit a resume, cover letter, and salary objectives to hr@pepperwoodpreserve.org with the subject line "Wildfire Research Scholar – (Last Name)". We will directly contact candidates selected for an invitation to interview. We will begin reviewing applications October 30, 2021 and position will begin upon selection of qualified candidate (with flexibility).

The Pepperwood Foundation is looking for people who do impactful and inspiring work, and we know they may come from a number of different backgrounds and experiences. We encourage you to apply even if you may think you don't meet all the qualifications for the position.

Reasonable accommodations may be made to enable persons with disabilities to perform the essential functions. Pepperwood is an equal opportunity employer and prohibits unlawful discrimination based on race, religion, color, sex, age, or marital status. People of color are strongly encouraged to apply.