



University of Hawaii  
**Research Support Staff (Vegetation Restoration  
Technician, 0078633T)**

<b>LOCATION</b>	Honolulu, HI	<b>JOB TYPE</b>	Full-Time Temporary
<b>JOB NUMBER</b>	2026-00924	<b>DEPARTMENT</b>	Office of the Vice President for Research and Innovation System
<b>DIVISION</b>	Army Natural Resources Program on 'Oahu	<b>OPENING DATE</b>	05/06/2026
<b>CLOSING DATE</b>	5/25/2026 11:59 PM Hawaii	<b>POSITION NUMBER:</b>	0078633T

## Description

**Title:** Research Support Staff (Vegetation Restoration Technician)

**Position Number:** 0078633T

**Hiring Unit:** Office of the Vice President for Research and Innovation (OVPRI), Army Natural Resource Program on O'ahu (ANRPO)

**Location:** Schofield Barracks

**Date Posted:** May 6, 2026

**Closing Date:** May 25, 2026 @ 11:59pm

**Band:** A

**Salary:** [salary schedules and placement information](#)

**Additional Salary Information:** Commensurate with education and experience

**Full-Time/Part-Time:** Full-Time

**Temporary/Permanent:** Temporary

**Other Conditions:** This position is annually renewable contingent upon satisfactory performance and/or availability of funding.

## Duties and Responsibilities

(NOTE: \*\* denotes Essential Functions)

- \*\*Implements vegetation management actions in the field for the Vegetation Restoration (VR) Field Team under the direction of the VR Field Supervisor. This includes but is not limited to: invasive plant identification, surveys, and control; native species collection and restoration; mapping using GPS or similar; vegetation monitoring; and secondarily rare species monitoring and threat control.
- \*\*Follows all program safety standards and standard operating procedures. Participates in and stays current on training. Wears all Personal Protective Equipment (PPE) when appropriate. Participates in risk assessments and safety evaluations. Reports safety incidents in a timely manner.
- \*\*Under VR Field Supervisor oversight, safely applies pesticides, strictly adhering to all environmental compliance and safety regulations.

- **\*\*Supports VR Field Team operations via: documentation of day-to-day field work; data collection, management, and analysis; maintenance of field gear, vehicles, base yards, and facilities; action review; and assistance with logistics.**
- Contributes to program deliverables for VR Field Teams, including internal/external reports, management plans, presentations, permit applications/reports, and required pesticide-usage documentation.
- Conducts operations in UXO-affected areas, supports helicopter missions, and may perform other high-risk tasks while ensuring safety and regulatory compliance.
- With increased experience and mastery of tasks, is expected to perform actions with increased independence, and is assigned additional responsibilities, such as: trains junior staff and volunteers; conducts risk assessments; and assumes team leadership role in one natural resource management specialty area, including associated action review and data quality control.
- Other duties as assigned.

## **Minimum Qualifications**

### **Education and Professional Work Experience:**

- Possession of a baccalaureate degree in Biological Sciences, Natural Resource Management, Environmental Science or related field and zero (0) years of progressively responsible professional experience with natural resource management of biological resources in island ecosystems; or any equivalent combination of education and/or professional work experience which provides the required education, knowledge, skills and abilities as indicated.

### **Knowledge, Skills and Abilities:**

- Functional knowledge of principles, practices and techniques in the area of vegetation management, demonstrated by knowledge, understanding and ability to apply concepts, terminology.
- Functional knowledge and understanding of principles, theories, federal and state laws, rules, regulations and systems associated with natural resource management of biological resources.
- Demonstrated ability to recognize problems, identify possible causes and resolve the full range problems that may commonly occur in the area of vegetation management of biological resources.
- Demonstrated ability to understand oral and written documentation, write reports and procedures, and communicate effectively in a variety of situations.
- Demonstrated ability to establish and maintain effective working relationships with internal and external organizations, groups, team members and individuals.
- Demonstrated ability to operate a personal computer, apply word processing software, and proficiency with programs including but not limited to: Microsoft Word, Excel, Access, and PowerPoint or other presentation software; software for statistical analysis and graphing; and ArcGIS or other geospatial database software.

### **Supplemental Minimum Qualifications**

- General knowledge of native and invasive plants in Hawai'i, including identification, biology, natural history, and threats.
- General knowledge of vegetation management strategies and techniques, including: control techniques for invasive plants; herbicide use, handling, storage, and reporting; and collection and reintroduction of common native plants.
- General knowledge of natural resource management strategies and techniques, native ecosystems, native and invasive animals, rare plants, collection and propagation practices, and ecosystem threats.
- Strong verbal and written communication, organizational, and record keeping skills.
- Familiarity with terrain navigation utilizing maps, compasses, and GPS.
- Required to complete a Department of Defense (DoD) security check for employment as an Army contractor, including a government security investigation and eligibility verification for access to unclassified information.
- Must possess Certification in First Aid/CPR or be able to obtain the certificate within three (3) months of hire through provided training. Certification must be maintained throughout the duration of employment.
- Must be able to complete helicopter safety courses within six (6) months from date of hire.
- Must be able to obtain and maintain State of Hawai'i Certification for Application of Restricted Use Pesticides within six (6) months from date of hire and maintain throughout duration of employment.

- Must complete the online Hazard Communication training immediately after hire or no later than the employee's initial exposure to hazardous chemicals.
- Must complete Unexploded Ordnance (UXO) Training within six (6) months from date of hire and maintain throughout duration of employment.
- Requires a valid U.S. driver's license and the ability to drive a four-wheel-drive vehicle in various conditions.
- Ability to hike up to six (6) miles per day with a 35-pound backpack, camp in rugged terrain and in remote areas for up to four (4) days at a time, and conduct work under strenuous outdoor conditions (e.g., mud, extreme weather, steep terrain)
- Required to comply with all applicable RCUH, University of Hawai'i, and business entity policies, procedures, and training as a condition of employment.

### Desirable Qualifications

- Education and experience in programs managing rare and endangered species and ecosystems on Army lands in Hawai'i.
- Knowledge of Department of the Army natural resources programs in general and the policies and organizational contexts within which they are managed, especially safety and logistical requirements necessary to plan field operations around Army training schedules.
- Familiarity with integrative techniques used to inventory, assess, and monitor natural resource assets, environmental impacts and their interrelationships.
- Familiarity with biological database use and maintenance.
- Knowledge of plant identification tools and resources.
- Proficient identification of native and non-native plants in Hawai'i.
- Experience with natural resources management of biological resources in Hawai'i.
- Experience conducting vegetation management, including control of invasive plants, use of herbicide, and collection and reintroduction of common native plants.
- Experience with rare plant and/or animal management strategies, techniques, and tools. Knowledge of invasive animal management and control methods.
- Knowledge of Federal, State, and local environmental laws.

### To Apply:

Select the "Apply" button in the top right corner of the screen; first-time NeoGov users will need to create an account.

Please ensure your application includes the following materials:

- **Cover Letter:** A letter detailing your interest and how you meet both the minimum and desirable qualifications. All minimum qualifications must be met by the closing date to be considered.
- **Resume/CV:** A current professional resume or curriculum vitae.
- **Professional References:** The names, telephone numbers, and email addresses of three (3) professional references.
- **Unofficial Transcripts:** Copies of unofficial transcripts are required for the application, though official versions must be provided upon hire. Please note that copies of diplomas and academic summaries are not acceptable substitutes.
  - Foreign Credential Evaluation: For degrees earned outside the U.S., you must provide a course-by-course analysis and equivalency statement from a NACES-member agency at your own expense.

**Important Note:** To protect your privacy, do not include any photos, Social Security Numbers, or dates of birth in your packet. Only the most recent application will be reviewed, and all submitted materials become the property of the University of Hawai'i. Please ensure all documents are complete and legible to be considered by the search committee. Incomplete applications will not be considered.

### Inquiries:

Mike Bohling; [mbohling@hawaii.edu](mailto:mbohling@hawaii.edu)

## EEO, Clery Act, ADA

The University of Hawai'i is an Equal Opportunity Institution and is committed to a policy of nondiscrimination in employment, including on the basis of veteran and disability status. For more information, visit:

<https://www.hawaii.edu/offices/eeo/policies/>

Employment is contingent on satisfying employment eligibility verification requirements of the Immigration Reform and Control Act of 1986; reference checks of previous employers; and for certain positions, criminal history record checks.

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, annual campus crime statistics for the University of Hawai'i may be viewed at: <https://www.hawaii.edu/titleix/help/campus-security/>, or a paper copy may be obtained upon request from the respective UH Campus Security or Administrative Services Office.

In accordance with Article 10 of the unit 08 collective bargaining agreement, bargaining unit members receive priority consideration for APT job vacancies. As a result, external or non BU 08 applicants may not be considered for some APT vacancies. BU 08 members with re-employment rights or priority status are responsible for informing the hiring unit of their status.

Accommodation Request: The University of Hawai'i complies with the provisions of the Americans with Disabilities Act (ADA). Applicants requiring a reasonable accommodation for any part of the application and hiring process should contact the EEO coordinator directly. Determination on requests for reasonable accommodation will be made on a case-by-case basis. For further information, please refer to the following link:

<https://www.hawaii.edu/offices/eeo/accommodation-request/>

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### Employer

University of Hawaii

### Website

<http://workatuh.hawaii.edu>