

Please apply directly on the RCUH website to be considered for the position.

ANRPO HORTICULTURE TECHNICIAN I – ID# 224699.

CLOSING DATE: October 31, 2024, or until filled. Applications received after this deadline may be considered only if the position is not filled or up to the date a selection has been approved by the RCUH (whichever comes first). INQUIRIES: Chris Wong 808-393-6368 (Oahu).

Regular, Full-Time, RCUH Non-Civil Service position with the Office of the Vice President for Research and Innovation (OVPRI) performing project tasks under the applicable cooperative agreement for the U.S. Army Garrison (USAG), Directorate of Public Works (DPW), Environmental Office, Natural Resources Section, located on the island of Oahu. Continuation of employment is dependent upon program/operational needs, satisfactory work performance, availability of funds, and compliance with applicable Federal/State laws.

MONTHLY SALARY: \$3,837/Mon.

DUTIES: The primary goal is to ensure that the military mission is accomplished and that training opportunities are realized to the fullest extent possible in a manner consistent with Federal, State, and Army environmental quality policies. Work must be done in accordance with applicable Army, Federal, and State regulations and laws, especially regarding endangered species, safety and health, and pesticides. Majority of tasks take place on Army lands. Implements horticulture and propagule management work for the Army Natural Resources Program- Oahu (ANRPO). Complies with all safety policies and procedures. Implements office, nursery, living collection, and field work designed and planned by Horticulture, Rare Plant, and Natural Resource Management staff to meet program goals for the Makua Implementation Plan (MIP) and Oahu Implementation Plan (OIP), and to keep the Army in compliance with Biological Opinions. Assists with planning, logistics, documenting day to day work, and analyzing data. Assists in reporting on progress in written reports and via oral presentations to groups, including the U.S. Fish and Wildlife Service (USFWS), the Army Biologist and Natural Resources Manager, other partners, and ANRPO managers. Works in warm indoor and outdoor environments for extended periods of time. Wears a respirator and other appropriate PPE to apply pesticides. Must be willing to work flexible hours, including several hours on weekends, usually once to twice a month. Drives project vehicles to field sites. Requires riding in helicopters and driving off-road. Works in areas with Unexploded Ordnance (UXO) with professional Explosive Ordnance Disposal (EOD) under supervision. This is a progressive job group, which allows for entry at Level I and possible promotion through experience and demonstrated competence based on an established competency matrix.

PRIMARY QUALIFICATIONS:

Employees must be able to demonstrate competency in all job duties, responsibilities, physical ability, and job-related certifications within twenty-four (24) months (no more than thirty-six (36) months) from date of hire and be able to maintain job-related qualifications and continuously perform in a safe/satisfactory manner. Failure to do so will result in termination of employment.

EDUCATION	Bachelor's Degree from an accredited four (4) year college or university in Biological Science, Botanical, Horticulture, Natural Resource Management, Environmental Science with basic/related biology/botany courses, or related field. (Associate's Degree an accredited community college in related field and an additional two (2) years of equivalent work or field
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	experience in management of Hawaiian flora, or an additional five (5) years of equivalent work or field experience in management of Hawaiian flora may be substituted for a Bachelor's Degree.).
EXPERIENCE	Up to one (0-1) year of experience with plant propagation techniques in horticultural industries or botanical conservation. Experience needs to be well-documented and acquired under the employment of an academic institution, governmental agency, private company, or non-profit organization in the appropriate field.
KNOWLEDGE	Basic knowledge of principles of plant propagation, plant biology, nutrition and physiology, environmental physiology and ecology, soil science, applied chemistry, plant pathology and entomology. Basic knowledge of irrigation operation, construction and repair, pest symptoms, identification and control, safe application of pesticides and their regulation, and fertilizer application. Familiarity with classification of native Hawaiian plants, botanical nomenclature and terminology. Good working knowledge of computers, word-processing, and databases. Basic knowledge of nursery and horticultural procedures and methods.
ABILITIES & SKILLS	Basic plumbing and electrical skills (for irrigation systems). Ability to apply pesticides safely. Must be able to perform repeated tasks with a high level of accuracy and consistency. Ability to effectively use word processing and spreadsheet programs. Ability to enter data in Microsoft Access database. Strong organizational/record-keeping skills. Ability to make sound planning and logistical decisions related to execution of tasks in the nurseries and inter-situ sites and effectively convey plant health issues. Ability to communicate clearly and effectively with supervisor and co-workers. Must possess a valid driver's license (and if use of personal vehicle on the job is required, must have valid personal driver's insurance equivalent to Hawai'i's No-Fault Driver's Insurance) and maintain throughout the duration of employment. <u>Post Offer/Employment Conditions:</u> Must be able to pass a Department of Defense (DoD) security check for employment as an Army contractor. Applicants selected will be subject to a Government security investigation and must meet eligibility requirements for access to unclassified information. Must be able to complete helicopter safety courses within six (6) months from date of hire. Must be able to obtain 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 possess Certification in First Aid/CPR (or be able to obtain the certificate following the training provided within three (3) 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 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. Must complete respirator training prior to use of respirator.
PHYSICAL/MEDICAL DEMANDS	Able and willing to conduct work under dirty, muddy, rainy or sunny, hot or cold, and strenuous outdoor conditions (e.g., extreme weather, mosquitoes, and steep terrain). Able to hike up to six (6) miles per day, with a backpack weighing up to thirty-five (35) pounds unassisted, and camp in remote areas and rugged terrain for up to four (4) days at a time. Able to work in warm indoor and outdoor environments for extended periods of time. Considerable amount of bending, stooping, crouching, standing for long periods and lifting loads up to fifty (50) pounds unassisted are required. Able to apply pesticides using hand-held and backpack sprayers. Able to stand for long durations and reach with arms and back for extended periods of time when watering and applying pesticides. Requires wear and use of respirator in compliance with Occupational Safety and Health Administration (OHSA) requirements. <u>Post Offer/Employment Condition:</u> Must be able to pass a post offer medical evaluation/respiratory test for use of respirators. Annual respirator medical clearance and fitting are required. All reasonable accommodations will be made based on fitness for duty. Medical costs will be paid for by the employer.
POLICY/REGULATORY REQUIREMENT	As a condition of employment, employee will be subject to all applicable RCUH policies, procedures, and trainings and, as applicable, subject to University of Hawai'i's and/or business entity's policies, procedures, and trainings. Violation of RCUH's, UH's, or business entity's policies and/or procedures or applicable State or Federal laws and/or regulations may lead to disciplinary action (including, but not limited to possible termination of employment, personal fines, civil and/or criminal penalties, etc.).

SECONDARY 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. Experience in professional nursery management or the agriculture industry. Experience working in plant conservation or natural resource management, especially in Hawai'i. Ability to use Global Information System (GIS) software. Experience with Army natural resource organizational, logistical and safety systems and procedures. Knowledge of Federal, State, and local environmental laws. Identification of common nursery plant pests. Identification of common plant diseases and nutrient deficiency symptoms. Experience in propagation and cultivation of rare plant species, especially rare Hawaiian plant taxa.

APPLICATION REQUIREMENTS: Please go to <https://www.rcuh.com/work/careers/>. You must submit the following documents online to be considered for the position: 1) Cover Letter, 2) Resume, 3) Professional References, 4) Copy of Degree(s)/Transcript(s)/Certificate(s). All online applications must be submitted/received by the closing date (11:59 P.M. Hawai'i Standard Time/RCUH receipt time) as stated on the job posting. If you do not have access to

our system and the closing date is imminent, you may send additional documents to rcuh_recruitment@rcuh.com. If you have questions on the application process and/or need assistance, please call (808)956-7262 or (808)956-0872. Please visit <https://www.rcuh.com/document-library/3-000/benefits/rcuh-benefits-at-a-glance/> for more information on RCUH's Benefits for eligible employees.

RCUH's mission is to support and enhance research, development and training in Hawai'i, with a focus on the University of Hawai'i.

RCUH is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, national origin, ancestry, age, disability, genetic information, pregnancy, marital status, reproductive health decision, citizenship, gender identity or expression, domestic or sexual violence victim status, military/veteran status, or other grounds protected under applicable federal and state laws, except as permitted by law.