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| <b>WORKING TITLE</b>          | CSULB Wetland lab Technician           |
| <b>PAYROLL CLASSIFICATION</b> | Research Associate III (Non-lab) N3323 |
| <b>DEPARTMENT</b>             | Biological Sciences                    |
| <b>STATUS</b>                 | Full Time, Benefitted, Exempt          |
| <b>POSTING DATE</b>           | September 16, 2026                     |
| <b>POSITION NUMBER</b>        | 2747                                   |

## OVERVIEW

The California State University, Long Beach (CSULB) Wetland Ecology Laboratory conducts research focused on the ecology, restoration, conservation, and management of coastal wetlands and associated ecosystems throughout Southern California. Research projects address a variety of topics including wetland vegetation dynamics, ecosystem function, biodiversity, habitat restoration, invasive species management, carbon sequestration, water quality, and the ecological responses of wetlands to environmental change.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

The Laboratory and Field Technician provides essential support for ongoing research, monitoring, and restoration activities. This position involves a combination of field-based and laboratory-based responsibilities and offers opportunities to participate in all phases of ecological research, including data collection, sample processing, equipment maintenance, data management, and project support. Technicians work closely with faculty, graduate students, undergraduate researchers, and external partners to ensure that research activities are conducted safely, accurately, and efficiently.

Field responsibilities may include conducting vegetation surveys, collecting soil, water, and plant samples, monitoring environmental conditions, installing and maintaining research equipment, and assisting with habitat restoration activities. Fieldwork is often conducted in coastal wetlands, marshes, estuaries, and other natural environments and may require working outdoors in varying weather conditions, walking over uneven terrain, and transporting equipment and supplies.

Laboratory responsibilities may include processing environmental samples, preparing materials for field studies, maintaining laboratory equipment, organizing supplies, entering and managing data, and assisting with quality assurance and quality control procedures. The technician may also support the preparation of reports, presentations, figures, and other project deliverables.

## EDUCATION, SKILLS AND ABILITIES

- Master's degree in Biology or related field from an accredited college or university required;
- Coursework in ecology, botany, restoration ecology, environmental monitoring, statistics, GIS, or related subjects.
- Minimum five (5) years of progressively responsible and demonstrable work experience in the areas of

wetland ecology, invertebrate, fish and plant identification, water quality monitoring or equivalent experience;

- Ability to manage multiple priorities, funding sources, and accountability requirements;
- Strong attention to detail, especially for tracking and auditing;
- Experience that exhibits strong organizational skills and demonstrated ability to handle multiple tasks under pressure;
- Should be able to manage time effectively, prioritize tasks, and meet tight and frequent deadlines;
- High degree of initiative and ability to work without constant supervision is required;
- Possess a friendly and outgoing personality and demonstrate the ability to work with diverse student populations;
- Regular punctual attendance required
- Valid driver's license and ability to travel to field sites throughout Southern California.
- Ability to work both independently and as part of a multidisciplinary research team.

### **Field Skills**

- Prior experience conducting fieldwork in wetlands or coastal ecosystems
- Ability to conduct ecological surveys and collect environmental data following established scientific protocols.
- Ability to identify common wetland plant species or willingness to develop plant identification skills.
- Ability to safely operate and maintain field equipment and monitoring instruments.
- Ability to navigate natural environments, including wetlands, mudflats, marshes, and coastal habitats.
- Ability to work outdoors for extended periods in varying weather conditions.
- Ability to lift and carry field equipment and supplies weighing up to 40 pounds.
- Experience operating small field equipment, GPS units, data loggers, water quality instruments, or vegetation monitoring tools.

### **Laboratory Skills**

- Ability to follow laboratory procedures accurately and maintain organized workspaces.
- Experience handling environmental samples and maintaining chain-of-custody documentation is desirable.
- Ability to prepare samples for analysis and maintain laboratory records.
- Knowledge of standard laboratory safety practices and procedures.
- Ability to troubleshoot minor equipment issues and communicate technical concerns to supervisors.

### **Data Management and Technical Skills**

- Proficiency with Microsoft Office applications, including Excel, Word, and PowerPoint.
- Ability to enter, organize, and verify data with a high degree of accuracy.
- Experience with statistical software, GIS software, database management systems, or programming languages such as R is desirable.
- Ability to maintain detailed field notes and laboratory records.
- Strong attention to detail and commitment to data quality.

### **Professional Skills**

- Strong organizational and time-management skills.
- Effective written and verbal communication skills.
- Ability to follow instructions while also demonstrating initiative and problem-solving abilities.
- Ability to collaborate effectively with faculty, staff, students, agency partners, and community stakeholders.
- Commitment to safety, inclusivity, environmental stewardship, and ethical research practices.
- Flexibility to work occasional early mornings, evenings, weekends, or extended field days as required by research schedules and environmental conditions.

The Laboratory and Field Technician plays a critical role in advancing the mission of the CSULB Wetland Ecology Laboratory by supporting high-quality scientific research, environmental monitoring, and habitat restoration efforts. This position provides valuable hands-on experience in ecological research and offers opportunities for professional development in wetland science, conservation biology, and environmental management.

Must be able to accept constructive criticism, prioritize workload, be dependable, behave professionally and interact positively with others. Regular, punctual attendance required. This position is employed through the CSULB Research Foundation. Employment is at-will.

## POST OFFER BACKGROUND CHECK REQUIREMENT

A post offer background check (including a reference and criminal records check) must be completed, and the individual cleared, before they can start work with the CSULB Research Foundation. No information will be required prior to the offer of employment. Once an offer of employment is made, failure to complete the background check and receive clearance may affect the application status of a new hire individual and/or the continued employment of a current CSULB Research Foundation employee who has applied for/moved into a new position. Individuals working with minor children and/or the elderly will be required to renew their live scan fingerprinting and be cleared every twelve (12) months. Information obtained through the background check does not automatically disqualify an individual from employment.

## GRANT FUNDED EMPLOYMENT

This position is restricted to the conditions set forth in the grant. Ongoing employment is contingent upon satisfactory job performance and continual renewal of grant money/availability of funds.

**COMPENSATION RANGE:** \$2,929.33 (24 pay per year) (Exempt)

**FILING DEADLINE:** Open Until Filled

**NOTE:** To be considered for this position, please submit the required information as soon as possible. The hiring committee will review applications, interview qualified candidates and close the position anytime on or after two (2) weeks from the posting date listed above. Removal of a position from our website is indication that the position has been filled.

## APPLICANT PROCEDURE

Interested individuals should forward their cover letter, resume, and completed employment application referencing position number to the CSULB Research Foundation Human Resources Department in one of the following ways:

- By Mail/Delivery: 6300 State University Drive, Suite 332, Long Beach, CA 90815
- By Confidential HR Fax: 562. 985.1726
- By [DocuSign](#) or E-mail: [FND-HR@CSULB.EDU](mailto:FND-HR@CSULB.EDU) (put Job# in the Subject line)

A separate application is necessary for each employment opportunity posting. The employment Application can be found alphabetically on our website at <https://www.csulb.edu/research-foundation>, under the Forms, then the Human Resources tab. It is the responsibility of the applicant to clarify on their application their ability to perform the job for which they are applying. Individuals requiring a reasonable accommodation to apply for this position should provide necessary information to the Director of Human Resources. Additionally, individuals invited to interview for this position should inform the Director of Human Resources at the time of invitation, of any requirements for a reasonable accommodation.

## NOTICE

The CSULB Research Foundation does not discriminate on the basis of sex in its employment as required by Title IX of the Education Amendments of 1972, as amended, and Section 86.9 of the administrative regulations adopted by the Department of Education pursuant thereto, nor does it discriminate on the basis of race, color, religion, national origin (including language restrictions), sex (pregnancy or gender), sexual orientation, marital status, age, disability (mental and

physical, including HIV and AIDS), ancestry, medical condition (cancer/genetic characteristics), denial of family and medical care leave, denial of pregnancy disability leave or reasonable accommodation or veteran's status (including Vietnam-era veterans) as required by other federal/state non-discrimination statutes, related administrative regulations and executive orders. Individuals selected for employment must provide proof of identity and employment eligibility as prescribed in Title 8, United States Code, and Section 132A. We are an Equal Opportunity and Title IX Employer. The CSULB Research Foundation is a 501 (c) (3) corporation that exists solely to support and advance the mission of CSULB. Employment with the CSULB Research Foundation rests solely with the CSULB Research Foundation and provides no rights or benefits of employment or any other kind, with any other organization. This includes but is not limited to: California State University Long Beach, the State of California, or the sponsoring agencies of any programs administered by the CSULB Research Foundation