

Job Type: Wildlife Habitat Restoration Volunteer Positions

Kure Atoll Conservancy will award \$1,000 at end of field season to offset volunteer expenses

Location: Kure Atoll Wildlife Sanctuary, Northwestern Hawaiian Islands (NWHI)

Duration: 7 months (Approximately March to October 2019)

Application deadline: Applications reviewed upon receipt until positions are filled

Inquiries: Email Matt Saunter & Naomi Worcester at kureatoll@gmail.com

To apply: Send resume, cover letter, and three references to Matt Saunter & Naomi Worcester: kureatoll@gmail.com



Description: The State of Hawai'i's Department of Land and Natural Resources (DLNR), Division of Forestry and Wildlife (DOFAW) is seeking Habitat Restoration Volunteers for work at Kure Atoll Wildlife Sanctuary in the Northwestern Hawaiian Islands. Kure Atoll is a part of the Papahānaumokuākea Marine National Monument and is located 1,400 miles northwest of O'ahu. Kure Atoll provides important habitat for wildlife, including the endangered Laysan teal (*Anas laysanensis*) and Hawaiian monk seal (*Neomonachus schauinslandi*). Eighteen species of seabirds nest on Kure including Black-footed albatross (*Phoebastria nigripes*) and Christmas shearwaters (*Puffinus nativitatis*).



Currently native plant species are outnumbered by non-native and invasive plant species. DLNR is committed to eradicating invasive plant species such as Golden crown-beard (*Verbesina encelioides*) from the atoll. Invasive plants are a significant management concern because they displace native plant habitat and nesting areas and may cause harm to wildlife. Native plants are an integral resource for nesting habitat and dune stabilization. **This position is a unique opportunity to protect and recover important habitat while living in an intact wildlife sanctuary!**

Kure Atoll is an extremely remote work location and transportation to the atoll is limited and infrequent. Deployment to a remote field site is a serious undertaking. Delays in travel dates due to weather or ship mechanical issues may occur. Due to Kure's remote location and difficult access response times for emergencies, including evacuation, may be long and uncertain. The ability to live and work in close quarters with a small group of people for an extended period of time is of the utmost importance. Field teams typically consist of 6 to 8 personnel. There are only 2 six-month field seasons per year. There is no Internet or cell phone service available. Contact with friends/family is limited to text only email (no pictures or attachments) through the field station's satellite phone.

Primary responsibilities include: Invasive plant removal (manual and chemical), invasive species monitoring, wildlife monitoring, native plant propagation and distribution, vegetation monitoring, seabird and shorebird surveys, marine pollution and entanglement hazard removal, data collection and entry, weekly field crew meetings. Additionally, all personnel will assist with camp upkeep and chores outside of regular work hours.

****Although the workload is diverse, most of the hours are dedicated to invasive plant removal (75-80%)****

Desired Skills/Experience: Invasive species management, plant identification, nursery work, Hawaiian native plant knowledge, wildlife monitoring, animal handling, avian reproductive monitoring and identification, binocular/spotting scope use, familiarity with Excel and GPS use. Other useful skills include carpentry, boating, and maintenance.

Requirements: Strong interpersonal skills, excellent physical and mental health, able to walk 10 miles per day with a 40 lb. pack over soft sand and uneven terrain, able to lift and carry 50 lbs., data collection and management skills, able to work for long hours in uncomfortable and/or unpredictable weather, bend or stoop for long periods of time, ability to swim and pull self into a boat while in deep water, 20/20 color vision or correctable lenses. Must be able to obtain medical clearance for embarking/working on research vessels. Must be comfortable with use of pesticides.

Strict Quarantine: Biosecurity protocols are in place to prevent further introduction of alien species. This quarantine requires that all "soft" items (clothing, shoes, straps, etc.) must be purchased new and frozen for 48 hours prior to departure to Kure Atoll. All "hard" items (cameras, electronics, musical instruments, etc.) must be inspected thoroughly

All personnel can expect to work 40+ hours per week. Work hours are project dependent and may include early mornings, evenings, and weekends. Travel dates are tentative and subject to change. DLNR/ DOFAW will provide transportation between Honolulu and Kure Atoll. Lodging and food while on Kure and in transit between Honolulu and Kure are provided. Most field clothes and gear are provided. Applicant must supply all other transportation, housing, and personal items. Kure Atoll Conservancy will award \$1,000 at the end of the field season to help offset these costs.

Examples of tasks and physical requirements for position are listed below.

Weather conditions may be sunny, hot, cold, windy, and/or rainy.

Task	Physical description	Weight (lbs.)	Repetition	Distance	Duration	Physical conditions
Lift/Carry supplies and water	Lift/carry, transfer to boat and/or wheelbarrow	20-50 lbs.	As needed	Carry up to 100' and haul up to 700', as needed	4+ hours several times per season, as needed	Uneven surface, soft sand, hills, wave action
Pushing/pulling wheel barrows	Pushing/pulling supplies	100+ lbs.	As needed	Up to 700' feet, as needed	6+ hours several times per season, as needed	Uneven surface, soft sand, hard substrate, hills
Spray pack/backpack for herbicide application	Lift/carry pack	20-40 lbs.	5 days per week	4+ miles	4-8 hours/day, as needed	Uneven surface, soft sand, hard substrate, hills
Marine Plastic Pollution & Entanglement Hazards	Lifting/hauling/carrying, using hand tools	Variable, can be heavy, cumbersome	As needed to collect debris	10-300 feet	8+ hours several times per season, as needed	Uneven surface, soft sand, hills, wave action
Boating	Standing, sitting, swimming, loading supplies		Several times per season and as needed	As needed	1-6 hours, during offloads and surveys	Bouncing, jarring, jolting, sun/wind/cold
Crushing tin food cans for recycling/trash	Swinging/pounding sledge hammer, Squatting	3 lb. sledge hammer	3-4 times per week and as needed	As needed	2-4 hours per month, as needed	Squatting, repetitive motion
Albatross Reproductive Census	Squeezing hand tally counters and marking wand triggers	Pack weight 10+ lbs., weight of marking wand	800+ times per day	4+ miles	8+ hours for 5-7 days per season	Uneven surface, soft sand, hard substrate, hills, repetitive motion
Wildlife Monitoring and Surveys	Squatting, kneeling, capturing, restraining	Pack weight 10+ lbs.	As needed depending on species	4+ miles	3+ hours several times per season, as needed	Uneven surface, soft sand, hard substrate, hills



For more information visit the Kure Atoll Conservancy website:
<http://www.kureatollconservancy.org/>

Kure Atoll Blog:
<http://kureatollconservancy.org/explore/kure-blog/>

Kure Atoll Facebook Page:
<https://www.facebook.com/Kure-Atoll-Conservancy-138668706143905/?ref=hl>

Papahānaumokuākea Marine National Monument:
<http://www.papahanaumokuakea.gov/visit/kure.html>