

**MTM Environmental, LLC
Job Announcement**

Seasonal Botanist

Position: Seasonal Botanist

Employer: MTM Environmental, LLC

Location: Varies by project

Report To: Amy Gaddy, Managing Director

Project Duration: May – October 2026 (Possible extension available)

Job Type: Seasonal or Term

We maintain ongoing recruitment for this role; applications are reviewed as they are received.

Please submit applications to: amy@mtmenvironmental LLC.com

About Us:

MTM Environmental, LLC (“MTM”) is a U.S. Small Business Administration Certified Woman-Owned Small Business (“WOSB”) established in 2021 that specializes in ecological consulting. Our core team includes a Certified Wildlife Biologist®, a Certified and Registered Forester (AL/GA), a Certified Financial Officer, and seasonal staff with extensive field expertise.

MTM provides services such as wildlife surveys, vegetation studies, stream and environmental DNA sampling, wetland delineations, conservation planning, mapping, and drone imagery. Since inception, we have supported conservation efforts across the Southeast, Northeast, Midwest, and Western United States—protecting more than 15,900 acres and conducting wildlife sampling on over 104,000 acres.

MTM Environmental, LLC conducts a variety of environmental assessments, generating accompanying reports and deliverables to the clients. The main task of the Botanist will be to assist with the field sampling and flora species reporting on protected lands.

General Description:

The Botanist position is a full-time, term, professional position responsible for conducting fieldwork, species identification, and reports related to habitat assessments, plant surveys, and other reports as needed. The position provides a competitive salary, plus a weekly stipend when remote camping. The responsibilities include gathering project materials, conducting environmental field assessments, plant species identification and documentation, photographs, maps, and written reports. The position will entail a significant amount of fieldwork during the term. Projects include federal government lands in Indiana, Missouri, Tennessee, Texas, and South Carolina, among others.

The main objective of this position is to complete a survey for rare and threatened plants, and/or non-native invasive plants, as well as general land management planning on various tracts.

Threatened and rare plants found while surveying will be photo documented and the GPS location acquired. Additionally, density data will be acquired, and the plants will be flagged. Efforts will be made to perform surveys while the plants are flowering or at the height of detectability, pre- and post-snow. For non-native and invasive plants, their locations will be mapped. For all target species, data forms will be completed. Plant surveys will be conducted via transects or random meander on most projects. If conditions are such that rare plants are unable to be observed due to rocky terrain, woody debris, or other obstacles, these transects will be reduced for adequate sampling. While surveying, GPS track logs will be utilized to ensure that the methods are appropriate.

The Term Botanist must be able to identify the listed plants, have experience and training with taxonomic keys, and formal education related to botanical identification. Much of this work requires field orientation, long hours, navigating diverse and difficult terrain, working independently in remote areas, significant travel, plant identification, operating a GPS, exceptional organization and note taking while in the field, and the ability to carry up to 40 lbs. All activities must be conducted by methods in compliance with the MTM Standard Operating Procedures and the Employee Handbook. The Botanist works in conjunction with other staff and provides support and assistance with conservation projects. At any given time, multiple projects may be underway concurrently.

MTM will provide pertinent training, protocols, survey equipment (if needed), and safety gear (e.g., SPOT X satellite communication unit, bear spray, first-aid kit, etc.) to technicians at the beginning of the season, before beginning fieldwork.

Responsibilities

- Conduct wilderness assessments and botanical surveys in accordance with established protocols and project guidelines.
- Identify and document plant species, including noxious weeds, using field guides and taxonomic keys.
- Assess vegetation communities and habitat conditions, recording data on plant abundance, density, and health.
- Collect and analyze field data, including GPS coordinates, photographs, and detailed field notes, as well as utilization of Survey123.
- Collaborate with team members to ensure accurate and efficient data collection and reporting.
- Adhere to safety protocols and ensure compliance with environmental regulations.
- Serve as a specialist in the field of botany and plant ecology with responsibility for managing the Rare, Threatened, Endangered, and Sensitive plant projects.
- Provide technical advice on ecological and botanical information for plans, programs, and projects.
- Must be capable of significant travel. Ability to drive a vehicle with a trailer, operation of off-road vehicles and kayaks for field work, or the ability to learn these skills, in order to include a complete ecological and photographic inventory of each property.
- Accurately record and document field data, ensuring precision and attention to detail, following survey protocols.

- Submit data (datasheets, photos, GPS, and GIS data, etc.) and timesheets to project lead on a timely basis, as requested.
- Maintain and troubleshoot field equipment, including optics, GPS devices, cameras, personal computer/tablet, cell phones, and Spot X devices.
- Hike long distances off trail in rugged terrain on a regular basis, often in hot temperatures.
- Car camp daily, often without cell service or facilities.

General Requirements:

- Bachelor's degree (or seeking) in Biology, Botany, Ecology, or a related field.
- Demonstrated knowledge and experience in plant identification, including familiarity with flora in the Southern Coastal Plain, Central Hardwood Forest, or Southern Appalachian Forest, or the ability to learn quickly.
- Strong understanding of ecological concepts and survey methodologies.
- Previous experience conducting wilderness surveys and botanical assessments preferred.
- Proficiency in using taxonomic keys, field guides, and other botanical resources.
- Excellent outdoor skills, including navigation, map reading, and backcountry camping.
- Ability to work independently in remote locations, often under adverse weather conditions.
- Strong organizational skills and attention to detail in data collection and reporting.
- Proficient in using GPS devices and other field equipment.
- Effective communication skills, both written and verbal.
- Ability to work well in a team and collaborate with other professionals.
- Field skills for navigating, surveying, and mapping landscapes and features, including an understanding of basic map-reading, compass use, a basic knowledge and understanding of GIS, GPS, and hand-held devices.
- PC competence and fundamental computer programs (Word, Excel).
- Practical problem-solving and organizational skills with attention to detail for record keeping.
- Ability to work independently, manage time, and multiple activities while delivering quality results.
- Ability to hike and perform physical activities such as kneeling, bending, prolonged standing, and carrying a pack up to 40 lbs.
- Comfortable working in inclement weather, extreme temperatures, rough and variable terrain, toxic plants, stinging and biting insects, and wildlife hazards.
- Comfortable working in remote locations with limited cellular or internet access.
- Ability to travel, often requiring overnight or extended stays. Position requires occasional evening and weekend work. Must be willing to camp 5 - 8-day stints at a time and hike all day on and off trail.

Applicants must possess the following items:

- Hiking, camping, and backpacking gear (including gear for rain, cold, potable water etc.).
- Working laptop/tablet for data entry.

- A 4WD/AWD personal vehicle is required. Personal vehicles must be able to handle variable road conditions characteristic of the region, e.g., muddy, sandy, and rocky terrain.

Benefits:

- Starting at \$18+ per hour, based on experience.
- All work-related mileage incurred in execution of responsibilities using a personal vehicle will be reimbursed at the current federal mileage rate.
- In-person training will be provided for each project.

To Apply:

If you are passionate about botany, and you thrive in challenging field environments, we invite you to apply for this exciting opportunity. Please submit your cover letter addressing your interest and qualifications, your CV or resume, and contact information for three references to Amy Gaddy (Amy@mtmenvironmentallic.com).