HALLUX ECOSYSTEM RESTORATION PREDATOR CONTROL SPECIALIST – HONO O NA PALI SEABIRD MITIGATION PROJECT**.**

SUMMARY OF DUTIES: Full-time (1 year commitment preferred) Predator Control Specialist position with Hallux Ecosystem Restoration LLC, located in Lihue, Kauaʻi, HI, USA. Continuation of employment is based on work performance, program/operational needs, and compliance with applicable Federal and State Laws.

MONTHLY SALARY & BENEFITS: $54,000 - $56,000 annual starting salary depending on experience/performance. Benefits include full healthcare, vision and dental through HMSA, 104 hrs of sick time and 160 hours of vacation with 80 hrs roll-over allowed. 80 hours of volunteer time (Aloha Aina days) are provided to employees who wish to volunteer with local community conservation or cultural projects. Retirement available after 1 year of employment with up to 5% match.

START DATE: July 2025, date flexible

Job Summary:

Our Predator Control Specialists (PCS) work as part of a collaborative team to monitor and control non-native invasive vertebrates including cats, rats, mice, barn owls, and feral pigs within and around endangered ʻuaʻu (Pterodroma sandwichensis) and ʻaʻo (Puffinus newelli) colonies in the remote and mountainous Hono O Na Pali (HONP) Natural Area Reserve on Kauaʻi. PCSs work under the direction and guidance of the HONP Seabird Mitigation Project Managers (PM), and the Hallux Ecosystem Restoration Associate Biologists (AB). Project planning, procurement, and overall scopes are developed by the Lead Biologists (LB).

The PCSs operate, maintain and manage various types of traps for invasive mammals and participate in hunting operations, following Hallux Ecosystem Restoration standard operating procedures, safety protocols, AVMA humane standards, state and federal laws, and IACUC protocols.

PCSs are also tasked with trap modification and development, construction tasks, seasonal trap maintenance, operation of power tools and vehicles, and helicopter/sling-load operations. They will regularly use handheld radios, GPS units, trail cameras, telemetry, and map/compass navigation. Additionally, they will collect detailed data in the field and enter data into our database. The PCSs also assist in data proofing, monitoring camera review, the preparation of site maps and other tasks related to reporting, and keeping accurate records of the fieldwork.

Details:

All crew live and work in remote, primitive conditions for 4-5 days at a time with limited cell service. Field amenities include a 4-6-person weather-port or single-person tents, with limited access to solar power and filtered catchment water. Remote sites are accessed via helicopter or on foot. While in the remote seabird colonies, PCSs run traplines which include monitoring cameras and a variety of trap types for the various seabird predators. Operations take place on technical ridgeline trails and in steep drainages, often in muddy and rainy conditions. PCSs use both skill and knowledge of predator behavior and biology when setting and maintaining traps and are encouraged to be creative and innovative. PCSs also conduct regular hunting operations for invasive Barn Owls at these sites, which involves irregular work hours often late in to the night or early in the morning. All staff document presence of endangered seabirds, as well as other native species within the study areas, and share those data with collaborators. All staff are expected to learn the environment in which they work and always act in the best interest of native species and the Natural Area Reserve. They are expected to safely operate handguns, shotguns, rifles, and pellet guns from a variety of body positions in authorized project-related research or wildlife control programs. Advancement is available within the PCS position, increasing in responsibility, required expertise, and compensation. Advancement through PCS position is evaluated and awarded based upon employee experience level within the company, job performance (both in the field and the office), trap handling skills and competence, biological knowledge and expertise, collaborative attitude, and advanced firearms training.

PRIMARY QUALIFICATIONS:

EDUCATION/TRAINING: High School Diploma or GED required. Bachelor's degree from an accredited four-year college or university in Biology, Natural Resource Management, Wildlife Management, or Environmental Science, with basic/related biology coursework is preferred, but not required.

LICENSES AND DRUG TESTING: Must be able to legally acquire and handle a firearm in the state of Hawai'i. Must be able to pass state and federal criminal history/record background check at initial hire, which legally enables possession and use of firearms and ammunition throughout duration of employment. Must possess a valid US driver's license and be legally able to drive. Must have (or acquire within the first month of hiring) hunter's safety or firearm safety (NRA or equivalent) with proof of course completion. Must be able to pass a random non-DOT drug test.

EXPERIENCE: At least two (2) years of remote field work experience in natural resource management with a specific emphasis on wildlife management/research, invasive species management/research, avian monitoring/research, or natural resource protection. Experience must be well documented and acquired while under the employment of an academic institution, governmental agency, private company, or non-profit organization in the related field. Conservation and research-related hunting or trapping experience is preferred, but not required.

KNOWLEDGE: Knowledge of native Hawaiian flora and fauna and threats from alien species is preferred. Knowledge of the principles of ecology and wildlife biology is preferred. Must demonstrate knowledge of safe use of firearms and wildlife traps.

ABILITIES AND SKILLS: Ability to use compass, map, and GPS hand-held units for navigation and data recording. Ability to take accurate and detailed data in the field and input data into a database. Ability to communicate well both orally and in writing. Ability to work independently in remote field settings. Demonstrate ability to euthanize trapped animals humanely and understand the importance of humane treatment of all species. Basic mechanical and carpentry proficiency is preferred.

Post Offer/Employment Condition: Must possess the American Red Cross Certification in First Aid/CPR or be able to obtain and maintain the certificate prior to use of firearms on the job (whichever comes first). Must obtain and maintain National Rifle Association or National Park Service firearms training (or other comparable training) and State of Hawai'i/DLNR Hunter Education Training Program firearms certification. Failure to pass the firearms qualification requirements may be grounds for disqualification of part or all of the job duties. Must be able to complete basic helicopter safety course within six (6) months from date of hire.

PHYSICAL AND/OR MEDICAL DEMANDS: Ability to hike and camp in remote areas and rugged terrain under inclement weather conditions, for up to five (5) consecutive days. Must be able to work alone during the day and camp in small groups in evenings. Ability to hike up to ten (10) miles on challenging/steep terrain with backpacks weighing thirty-five (35) pounds, unassisted. Valid Driver's license and insurance required, must be legally able to drive. Must disclose all allergies and medical conditions prior to conducting field work.

POLICY AND REGULATORY REQUIREMENTS: As a condition of employment, employee will be subject to applicable Hallux Ecosystem Restoration policies and procedures as applicable. Violations of Hallux Ecosystem Restoration policies/procedures and/or applicable IACUC, State or Federal laws may lead to disciplinary action (including, but not limited to, possible termination of employment, personal fines, civil and/or criminal penalties, etc.).

SECONDARY QUALIFICATIONS: Previous fieldwork experience with emphasis on invasive vertebrate trapping and control with a land management agency or a county, state, or federal program. Previous experience monitoring threatened or endangered species. Experience using remote cameras to monitor wildlife. Experience in identification of native Hawaiian plants and animals, and non-native plants.

ANTI-DISCRIMINATION: We aim to provide a safe and respectful workplace for all, free from discrimination and harassment. We do not tolerate discrimination against any person for any reason, whether it be race, gender identity, sex, age, etc.

COVID-19 REGULATION CHANGES:

Applicants from Kaua'i and neighboring Hawaiian Islands preferred, but not required. All employees must follow Kaua'i County COVID-19 regulations, and wear masks when required (indoors and in shared vehicles following current CDC-recommended best practices). **All employees are required to be fully vaccinated for Covid-19. Proof of full Covid-19 vaccination is required for application consideration, OR proof of vaccination prior to hire date**.

CONTACT: Kyle Pias - kpias@hallux-eco.com, (808)635-6135 (Kaua'i).

HOW TO APPLY: Please send the following documents to Kyle Pias (email above):

1. Cover letter
2. Resume
3. Professional References (3 required)
4. Copy of Degree (s)/Transcripts (s) and Certifications
5. Proof of COVID-19 Vaccine and boosters within last year

Applications are taken as they are submitted, and so job may close prior to closing date. It is in your best interest to apply early. All applications must be submitted by the closing date at 11:50PM HST as stated on the job posting. If you have questions about the position, please email or call Kyle Pias.

CLOSING DATE: 6/1/2025

ABOUT US: Hallux Ecosystem Restoration LLC is a locally owned and operated company on the island of Kaua'i, Hawai'i. We are a team of innovative predator control experts, dedicated to the protection of native ecosystems and the removal and management of invasive species. Our projects focus on the protection of threatened and endangered seabirds in both the remote mountainous wilderness areas and the coastal preserves of Kaua'i. We pride ourselves in developing and applying advanced methods and techniques to most effectively and efficiently manage and remove invasive predators, using a combination of best available science, years of experience, and traditional trapping knowledge. Visit our website at https://www.hallux-eco.com/ and our Social Media page on Instagram (hallux_eco).