

Bulletin Board/HireNet Hawai'i: 08/24/26
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Please apply directly on the RCUH website to be considered for the position.

INVASIVE SPECIES FIELD ASSOCIATE I – ID# 226521.

CLOSING DATE: September 7, 2026, or until filled. Job postings are removed from the RCUH Job Openings site once the recruitment process has ended. INQUIRIES: Tiffani Keanini 808-634-2526 (Kauai).

Regular, Full-Time, RCUH Non-Civil Service position with the Pacific Cooperative Studies Unit (PCSU), working for an island-based Invasive Species Committee, located in Kapaa, Kauai. Continuation of employment is dependent upon program/operational needs, satisfactory work performance, availability of funds, and compliance with applicable Federal/State laws.

MONTHLY SALARY: \$3,400/Mon.

DUTIES: Works in the field, as directed, to eradicate or control invasive alien plant and animal species, plant pathogens and disease vectors as identified by the project manager and committee. Fieldwork involves reconnaissance, surveys, and mechanical/chemical removal for invasive alien species in natural, urban, and suburban areas. Fieldwork includes off trail areas where exposure to extreme hot and cold temperatures, heavy rainfall, mosquitoes, and difficult terrain is common. Implements protocol to prevent seed dispersal, follows decontamination protocols, and conducts all operations according to accepted safety standards and established protocols. Fieldwork requires the ability to drive project vehicles both on and off road, work in and around helicopters, and handle pesticides. Keeps accurate and detailed records of treatment and control work. Operates a Global Positioning System (GPS) and downloads GPS units. Inputs and updates data and produces maps and other materials to guide daily field activities. Assists with maintenance of equipment/field gear, vehicles, and project base yard, including proper storage of herbicides. Assists with public relations activities and events and attains favorable public relations with property owners and other members of the public. Contributes to creating and preserving a positive work environment and serves as a valued member of the field team. Position requires a flexible work schedule including early morning and late night hours and occasional weekends. Progression from an Invasive Species Field Associate I to Invasive Species Field Associate II may be possible upon demonstrated ability to meet established performance factors and project specific competencies, including satisfactory completion of all required trainings.

PRIMARY QUALIFICATIONS:

EDUCATION	High School Diploma or G.E.D. equivalent.
KNOWLEDGE	Basic knowledge of Hawaiian biota/natural history and threats from incipient alien plant and animal invasions in Hawai'i. Knowledge of field activities relating to natural resources management. Knowledge of identification of common native Hawaiian plants and common introduced weed species.
ABILITIES & SKILLS	Ability to follow a detailed work plan and assist with logistics. Good oral and written communication skills. Ability to read maps and aerial photographs and document work. Ability and experience working with small, mechanized equipment (chainsaws, etc.). Basic computer skills. Must possess a valid driver's license (and if use of personal vehicle on the job is

	required, must also have valid personal driver's insurance equivalent to Hawai'i's No-Fault Driver's Insurance) and maintain throughout the duration of employment. Must be able to drive a 4-wheel drive vehicle with manual transmission. <u>Post Offer/Employment Condition:</u> Must possess the American Red Cross Certification in First Aid/CPR (or be able to obtain the certificate following the training provided within six (6) 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. If selected for helicopter transport, must be able to complete basic helicopter safety course (A100) within twelve (12) months from date of hire and maintain throughout duration of employment. If required and specified in the agreement to apply pesticides while working on military lands, must obtain and maintain State of Hawai'i Certification for Application of Restricted Use Pesticides prior to activity. If selected for use of chainsaws, must submit chainsaw training certification to PCSU prior to activity. If selected for rappelling duties, must submit rappelling training certification to PCSU prior to activity.
PHYSICAL/MEDICAL DEMANDS	Ability to work long hours in the field. Ability to backpack, lift, and carry up to fifty (50) pounds unassisted. Ability to hike and camp in remote areas and on steep, uneven, rugged terrain, navigate through dense forest, and camp overnight in remote areas up to five (5) consecutive days. Work is primarily outdoors and can include remote areas with rugged terrain that must be crossed on foot. Work also takes place in residential areas. Daily exposure to adverse conditions including extreme heat/cold, heavy rainfall, and mosquitoes is common. Position requires a flexible work schedule including early morning and late night hours and occasional weekends. Must not be acrophobic (afraid of heights).
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:

Associate's Degree from an accredited community college in a Natural Resource or Agriculture related field. Experience working in and around helicopters and using pesticides. Field experience in an active resource management program to protect ecosystems in Hawai'i or elsewhere, especially in the control of invasive alien species. Experience using handheld GPS units and ArcGIS software. Ability to make sound planning and logistical decisions in the field. Ability to identify a wide variety of native and alien plants/animals.

APPLICATION REQUIREMENTS: Please go to <https://www.rcuh.com/opportunities/job-openings/>. You must submit the following documents online to be considered for the position: 1) Cover Letter, 2) Resume, 3) List of Professional References, 4) Copy of Degree(s)/Unofficial or Official 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, please 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/policies-forms-documents/benefits-at-a-glance.pdf> 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.