

POSITION ANNOUNCEMENT – FIELD TEAM LEADER

The Ausable Freshwater Center (AFC), a non-profit environmental conservation organization based in Wilmington, New York, is seeking a **Field Team Leader** to supervise and conduct environmental lake survey work in the Adirondack Park as part of the Survey of Climate and Adirondack Lake Ecosystems (SCALE). The Field Team Leader will report to the Water Quality Research Manager and will oversee a 2–3-person field crew, coordinate logistics, train technicians, troubleshoot equipment, ensure data quality, and maintain safety compliance. Candidates should be task-oriented and possess the ability to work efficiently and independently in remote settings under a variety of weather conditions. They should have experience leading field teams, following Standard Operating Procedures, using field instrumentation, collecting water and biological samples, applying fisheries sampling techniques, identifying fish, and keeping meticulous records.

Position Overview

Status:	Full-time, salaried, temporary employee, 40 hours/week
Compensation:	\$1128 per week
Hire Timeline:	Applications no later than 15 April; position runs from May to September
Location:	Position will be based out of the AFC Laboratory located on the Uihlein Campus in Lake Placid, NY.

Position Description

Approximately 400 lakes across the Adirondack Park will be sampled during a three-year period (2025-2027) as part of SCALE. The Field Team Leader will lead one field crew of 2-3 people collecting data from these lakes. Primary duties of the Field Team Leader include:

- Coordinating schedules with other team leads and AFC program staff.
- Coordinate logistics for long sampling days and overnight trips.
- Ensure adherence to safety protocols, including emergency protocols and first aid preparedness.
- Communicate with landowners and partners as needed for field access and project updates.
- Supervise and mentor field technicians, ensuring safety and efficiency in the field.
- Lead on preparing field sampling equipment and coordinating use of instrumentation with other teams.
- Driving or riding (sometimes long distances) with canoes on vehicle.
- Navigating to ponds via hiking and canoeing. This includes carrying and portaging gear, boats, and equipment over rough terrain.
- Lead on water sample collection from boats and sample preservation.
- Troubleshoot field equipment issues and coordinate repairs or replacements as needed.
- Measuring chemical and physical water characteristics using field instrumentation.
- Lead on biological sample collection and preservation, including zooplankton (plankton tows), macroinvertebrates, and fish (minnow trapping, seining, and gill netting).

- Lead on Environmental DNA sampling.
- Oversee data management and reporting, ensuring accurate documentation and quality assurance
- Gear cleaning and maintenance.
- Some laboratory work, including sample preparation, and analysis of gas and water samples.

Lodging is NOT provided for this position. Work may occasionally involve overnight trips. Position runs May through September. Preference will be given to candidates available to renew position for 2026 and 2027.

Qualifications

AFC is seeking responsible and dependable team leaders who meet the following qualifications:

- B.S. or B.A. in Biology, Environmental Studies or related field.
- Minimum 2 years of experience performing environmental field sampling in an academic or professional capacity.
- Have a valid driver's license and the ability to spend long hours in a vehicle.
- Must be able to work long days and occasional overnight trips.
- Comfortable working in remote backcountry settings under a variety of weather conditions.
- Able to perform moderately strenuous fieldwork, including occasional long-distance hikes with heavy loads (lift up to 40 lbs), and long periods spent paddling and sampling from a canoe, including hauling fish nets.
- Demonstrated ability to work on and lead a field team.
- Proficient in navigation and map reading
- Must be able to acquire housing, lodging is NOT provided.
- Operation of boats and motors is a plus.
- Prefer candidates with availability in 2025, 2026, and 2027.

About AFC

Since 1998, AFC has been working with landowners, local, state, and federal government, NGOs, researchers, and other stakeholders to conserve the valued resources of the Ausable watershed. AFC's conservation programs provide transferable solutions to issues that challenge many watersheds. We undertake rigorous monitoring to mitigate the effects of pollutants on aquatic life and drinking water; provide early detection, education, and outreach to reduce invasive species threats; assess the abundance of aquatic native species, such as brook trout, and work to protect their habitat; and we restore the health and balance of our streams, sustaining ecological diversity and providing flood resilience for our communities. See our website: <http://www.ausablecenter.org/> for more details.

About SCALE

A changing climate is one of the greatest 21st century stressors to the natural resources of the Adirondack region, including the Park's more than 3,000 lakes and their watersheds. Even as the region recovers from a century of acid rain, impacts from a changing climate and other threats are becoming evident. Despite the protected status of Adirondack ecosystems, in the decades ahead impacts of a warming climate are expected to alter Adirondack ecology. Understanding the nature of these changes requires identifying sentinel ecosystems and monitoring responses.

To understand the change taking place in lakes Adirondack wide a consortium of scientists have come together to create the next generation environmental study: the Survey of Climate and Adirondack Lake Ecosystems (SCALE). Building on the insights gained from the Adirondack Lakes Survey of the 1980s and incorporating the latest technology along with a better understanding of chemical and biological relationships, SCALE will endeavor to establish a new chemical and ecological baseline for Adirondack lakes and try to answer several crucial questions which will help to shape management and mitigation practices in the face of a changing climate.

How to Apply

Submit a cover letter explaining your interest and specific qualifications (specifically detailing your field experience), a resume, and contact information for three professional references as one PDF document to hiring@ausablecenter.org. Applications accepted through April 15, 2025. Please type the position title "**Field Team Leader**" and your last name in the subject line.