

Position: Field and Laboratory Associate

First Application Review: September 1, 2026

Anticipated Start Date: October 1, 2026 (flexible)

Location: California (preferably within the Central Valley/ North San Joaquin Valley)

Hours: Full-Time (32-40 hours per week), 2.5-year position with potential for extension

Pollinator Partnership (P2) is looking for a motivated and organized Field and Laboratory Assistant who possesses the skills to assist in scientific research, field visits, site assessments, and act as a grower liaison. The candidate should be a detailed and team-oriented professional with the ability to work in agricultural settings, independently, have a strong work ethic, and be committed to the mission and values of P2. The successful candidate should be interested in pollinator conservation, agriculture, and entomology.

About Pollinator Partnership:

Pollinator Partnership is a not-for-profit organization whose mission is to promote the health of pollinators, critical to food and ecosystems, through conservation, education, and research. As the world's largest organization devoted exclusively to the preservation of the birds, bees, butterflies, beetles, and bats, P2 plays a key role in preserving terrestrial ecosystems, promoting agricultural productivity, and enhancing local communities through pollinator-centered work. P2 has been actively supporting the conservation and protection of pollinators throughout North America since 1996. A multifaceted approach using original science; habitat preservation and creation; policy outreach; and public education has helped us achieve our goals in pollinator conservation. For more information, visit pollinator.org.

The Field and Laboratory Associate will conduct field work in and around almond orchards, process samples, enter and manage data, assist with outreach material generation, conduct site visits and environmental review, and assist with habitat plan creation and implementation. The Associate will work directly with their supervisor on many aspects of the project but will be expected to work independently in the field and lab.

Principal Responsibilities:

- Assist with and conduct field work, related to Bee Friendly Farming practices, primarily in the Central and North San Joaquin Valley, based on set protocols, including plant identification and insect sampling.
- Coordinate field work and program logistics with farm participants and partners, as needed.
- Transportation to and from project sites, with possible overnight stays on occasion (access to a vehicle and a clean driving record is required for this position; mileage will be reimbursed at the current federal rate).
- Enter and manage data, process field collections, and identify insects.
- Report to and coordinate with the project manager.
- Collaborate with other P2 agricultural programs, including:
 - Regional Conservation Partnership Program (RCPP), which provides growers with the funding and technical assistance required to implement pollinator-friendly practices in their farm or ranch. Support may include program outreach, site visits, environmental

review, habitat plan creation, and assistance with implementation.

Required Skills:

- B.S. in Environmental Science, Horticulture, Agroecology, Agronomy, Entomology, Natural Resource Management, Ecology, or equivalent experience.
- Fieldwork experience.
- Plant and insect identification skills and knowledge of plant and insect taxonomy.
- Experience working with local agricultural producers and a good understanding of farm operations.
- Ability to travel locally to farm sites (personal car required, mileage reimbursed). Valid driver's license and clean driving record.
- Good understanding of habitat restoration including plant ecology, site preparations, habitat installation, and maintenance.
- Experience with field work specifically related to insect and/ or pollinator ecology
- Strong planning, implementation, and multitasking skills.
- Strong computer skills, including Microsoft Word, PowerPoint, and Excel.
- Strong organizational and communication skills, including excellent verbal and written communication skills.

Preferred Skills:

- Pollinator biology, conservation, and natural resource management (including native and managed bees, butterflies including monarchs, and other pollinators).
- Understanding and experience with Integrated Pest Management practices.
- Experience working with federal or state agency, academic, private, or nonprofit partners to coordinate, plan, and execute fieldwork on public or private lands.
- Bilingual (Spanish, English).

Compensation: \$24.00 – \$26.50 per hour (\$50,000 - \$55,000 per year) depending on experience. This is a full-time position at 32-40 hours per week and a 2.5-year term, with the potential for extension. Compensation will be based on experience and qualifications. A full benefits package will be provided: ten paid holidays, paid time off, paid health, vision, life, and dental insurance, option to participate in a retirement program, and a flexible work environment. Local travel and expenses will be reimbursed.

Location: Remote employee within the state of California, preferably within the Central Valley/ North San Joaquin Valley. Office not provided.

How to Apply:

Interested candidates should apply via [JotForm](#) and include a resume, cover letter describing why you are a good fit for the position, and three references.

Application notes:

- Attach the resume, cover letter, and three references as one combined PDF.
- The deadline for applications is Tuesday, September 1st, 2026. Applications will be reviewed until the position is filled.
- *An inability to follow the application instructions will result in an automatic rejection.*

No phone calls please.



Protect their lives. Preserve ours.

Pollinator Partnership is an equal opportunity employer. Pollinator Partnership offers equal employment opportunities without regard to race, color, gender, religion, age, nationality, social or ethnic origin, sexual orientation, gender identity or expression, marital status, pregnancy, disability, veteran status or any other characteristics protected by law.