Company Name: Upstream Consulting & Evaluation, LLC
Job Title: Ecology Research Assistant - Seasonal Position

Start Date: Immediately (July 2026)
End Date: Late August/early-mid September 2026 (weather dependent), but position may be extended depending on off-season work availability and applicants' skills (e.g., data entry, website/social media updates, educational events, etc.)

Pay: $20-22/hour starting pay depending on experience with the possibility for a raise after six weeks based on performance (specific goals to be set during the first week of work).

Hours/week- varies: Type of work and number of hours per week varies depending on weather conditions, site access, and current project goals, but is estimated at 32-40 hours/week. Minimum availability requested is Sunday-Wednesday. *Must be available Sunday afternoons/evenings to prepare the first sampling site of the week*. Work may include occasional weekend work and overnight trips (various locations in VT and NY), but generally sampling takes place during the work week.

About:
Upstream Consulting & Evaluation, LLC is a Vermont-based company focused on learning and sharing the everyday wonder of people, places, plants, and animals through research and program evaluation. We are currently seeking a research assistant to work alongside our lead researcher and current research assistant at stream, lake, and pond sites throughout the Lake Champlain watershed (both in Vermont and New York) to sample for and identify invasive and native mollusks and crustaceans. This is the second year of a three-year research project focused on sampling sites throughout the region to better understand the distribution of invasive mollusks and crustaceans in order to inform future early detection and rapid response efforts and priority locations for outreach and education. *Work will take place at a variety of sites throughout Vermont and New York.*

Note: *Applicants are encouraged to apply even if they are unsure whether or not they meet the requirements listed below as transferable skills may be accepted in certain circumstances.*

Key responsibilities:
- In-water and shore/bank searches for mollusks and crustaceans.
- Maintaining detailed records of organisms found and adhering to data quality assurance protocols.
- Cleaning, maintaining, and calibrating sampling gear.
- Photographing organisms.
- Preparing voucher specimens.

Job requirements:

- Experience identifying native and invasive mollusks and crustaceans (or transferable skill set).
- Ability to swim and be comfortable wearing waders in various freshwater environments (including slippery and muddy terrain), and transport up to 30 lbs of gear over uneven terrain.
- Experience using/reading measuring instruments such as measuring tapes, calipers, and thermometers.
- Experience recording data and maintaining data quality.
- Basic technology skills (e.g., entering information into an Excel spreadsheet)
- Ability to be outdoors in various weather conditions (sun, heat, rain, etc.)
- Willingness to work a schedule that will vary depending on weather conditions.
- Flexibility for occasional multi-day sampling trips that require camping overnight on location.
- Must have reliable transportation to Richmond, VT Park & Ride (carpool location to meet for travel to sites).

Bonus Skills that would be useful for this position:

- Previous experience with eDNA sampling
- First Aid/CPR certification
- Previous experience in field research settings, preferably aquatic environments
- Previous experience preparing voucher specimens and/or photographing animals
- Knowledge of GIS
- Experience communicating science with members of the public

Perks of the job:

- Fishing license
- Stipend that you can choose to use either for wear and tear on personal clothing/gear due to field work and/or for professional development opportunities
- Paid sick days (1 hour accrued for every 40 hours worked)
- Eligibility to enroll in Vermont Saves (state-sponsored retirement savings plan)
- Being outdoors and learning about cool critters!

How to apply:

Send an email with Subject: “Ecology Research Assistant application” describing your interest in the position and specific skills, and a resume or CV to Melanie Giangreco (Senior Researcher & Evaluator for Upstream Consulting & Evaluation, LLC) at melanie@upstreamvt.com.