



Terms of Reference (TOR)

Position: **Flora Specialist**

Organization: **Royal Botanic Garden of Jordan (RBG)**

Reports to: **Research & Landscape Manager/ Director of Conservation**

Contract Type: **Full-time**

1. Background

The Royal Botanic Garden of Jordan (RBG) is the national institution responsible for the conservation, documentation, restoration, and sustainable use of Jordan's native flora. RBG leads national programs in:

- Flora documentation and taxonomy
- Vegetation and habitat assessment
- Seed banking and living collections
- Ecological restoration and rangeland rehabilitation
- National and regional biodiversity initiatives and TGBS implementation

To strengthen its scientific and technical capacity, RBG seeks to recruit a highly qualified Flora Specialist to support its flora, vegetation, conservation, restoration, and research programmes.

2. Overall Purpose of the Position

The Flora Specialist will be responsible for flora surveys, plant identification, vegetation assessment, scientific documentation, and technical support to RBG's conservation, restoration, seed banking, and planning activities, and for ensuring high scientific quality and botanical accuracy across projects.

3. Key Duties and Responsibilities

A. Flora Surveys & Field Work

- Plan and conduct flora and vegetation field surveys across different ecological regions.
- Identify plant species (including rare, endemic, and threatened taxa).
- Collect, document, and manage field data, specimens, and photographic records.
- Support establishment of permanent plots, transects, and monitoring sites.

B. Plant Identification & Taxonomy

- Provide accurate taxonomic identification of plant species.
- Support verification of species lists for projects, reports, and databases.
- Contribute to national checklists, floristic inventories, and reference collections.
- Coordinate with herbaria, seed banks, and research institutions when needed.

C. Vegetation & Habitat Assessment

- Participate in vegetation classification, habitat mapping, and ecological assessments.
- Contribute to:
 - Baseline ecological studies
 - Environmental assessments
 - Restoration planning and monitoring
 - Rangeland and habitat condition assessments

Terms of Reference (TOR)

Position: **Flora Specialist**

D. Conservation, Restoration & Seed Banking Support

- Provide technical input to:
 - Species selection for restoration and rehabilitation
 - Seed collection strategies
 - Living collections planning
 - Nursery production planning
- Support monitoring of restoration success and vegetation recovery.

E. Data Management & Scientific Documentation

- Contribute to building and updating:
 - Flora databases
 - Species lists
 - Herbarium and seed bank records
- Prepare high-quality technical and scientific sections of reports in English.
- Ensure scientific accuracy and consistency of botanical information across all outputs.

F. Institutional & Project Support

- Provide botanical support to:
 - GIS and mapping teams
 - Nursery and horticulture teams
 - Restoration and landscape planning teams
 - Project management and donor reporting teams
- Contribute to project proposals, masterplans, and technical guidelines.

G. Capacity Building & Knowledge Transfer

- Support training of RBG staff and partners in:
 - Plant identification
 - Field survey methods
 - Basic vegetation assessment techniques

4. Key Deliverables

- High-quality flora and vegetation survey reports
- Verified species lists for all project sites
- Botanical inputs to masterplans, restoration plans, and assessments
- Contributions to herbarium, seed bank, and flora databases
- Technical botanical sections for reports and proposals
- Monitoring reports on vegetation and restoration performance

5. Required Qualifications

A. Education

- Minimum BSc in Botany, Plant Sciences, Ecology, Forestry, or related field.
- MSc or PhD is a strong advantage.

Terms of Reference (TOR)

Position: **Flora Specialist**

B. Experience (Mandatory)

- Minimum 5 years of proven professional experience in:
 - Flora surveys
 - Plant identification
 - Vegetation or ecological assessments
- Demonstrated experience working with:
 - Native and wild plants
 - Conservation or environmental projects
 - Field-based scientific work

C. Technical Competencies

- Strong skills in:
 - Plant identification and field botany
 - Vegetation sampling methods
 - Species documentation and data management
- Familiarity with:
 - Herbarium and seed bank workflows
 - Conservation and restoration practices

D. Scientific & Reporting Skills

- Ability to prepare professional technical reports in English.
- Experience contributing to scientific or technical publications is an advantage.

E. Language

- Good command of English (technical writing and communication).
- Arabic is an advantage.

F. Personal Skills

- High attention to scientific accuracy and detail
- Ability to work in the field under difficult conditions
- Strong teamwork and communication skills
- Good planning and organizational abilities

6. Key Performance Indicators (KPIs)

- Quality and accuracy of species identification and flora data
- Timely delivery of survey and assessment outputs
- Quality of botanical inputs to projects and reports
- Contribution to conservation, restoration, and seed banking programmes
- Scientific reliability and consistency of botanical information
- Support provided to RBG technical teams and projects

7. Contract Conditions

- Full-time position
- Renewable contract based on performance and RBG HR policies