



Natural Resource Specialist

1 FTE, full-time permanent

\$50,000 – \$57,000 DOQ -

and competitive benefit package

Application Deadline: May 3, 2019

Thurston Conservation District is looking for an experienced self-starter who is dynamic, energetic, highly organized creative thinker with an interest in natural resources conservation and agricultural viability. The successful applicant must have a strong work ethic to become part of a cohesive team of passionate individuals in a fast-paced, hands-on and rewarding work environment.

POSITION DESCRIPTION:

This position is responsible for working with farmers in Thurston County in planning and applying natural resource conservation practices using State Natural Resource Conservation Service of Washington conservation practices, developing conservation plans, and coordinating the Voluntary Stewardship Program (VSP) and the development of Individual Stewardship Plans (ISPs). A primary focus will be dedicated to farm planning (including dairy nutrient management plans) and ISP development. This position will provide technical assistance to landowners and implementation of cost share projects. Additional experience in water quality monitoring and stream habitat restoration is helpful. This position coordinates and implements other field projects as assigned by the Conservation Program Manager. This position may occasionally supervise other volunteers, interns, work crews, project contractors, and technical staff on specific projects.

The Natural Resource Specialist is responsible for aligning District and partner programs to the greatest benefit to both the landowner/operator and the natural resources present. Knowledge of the local, state and federal regulations and permitting processes is desired. This position will work directly with a highly collaborative and highly educated technical team of three, under the mentorship of the Conservation Program Manager, to identify, develop and implement projects that address natural resource and habitat concerns. Thurston Conservation District is a fun, fast-paced and passionate work environment, with a highly cooperative and supportive staff team. We are governed by volunteer community stakeholders who generously donate their time to serve on our Board of Supervisors and bring additional knowledge, experience and unique perspectives to support and strengthen the mission of the District.

This position description represents a general outline of the job duties, essential functions and minimum qualifications and is not intended to be comprehensive in nature. Eligibility for this position is contingent upon the individual's ability to perform the essential functions with or without reasonable accommodation. This position requires frequent sitting, standing, walking over difficult terrain and on construction sites, lifting up to 50 lbs., occasional travel and periodic evening and weekend work.

PRINCIPAL RESPONSIBILITIES:

- Coordinate the Voluntary Stewardship Program (VSP): including developing Individual Stewardship Plans (ISPs), monitoring and reporting on program benchmarks, and working with landowners on technical site visits.

- Attend the VSP Workgroup Meeting, Thurston County Agricultural Advisory Committee and other public meetings as a representative of the district.
- Monitors and documents implementation of best management practices (BMPs) at field activity locations.
- Participate in regular training opportunities to maintain a high level of proficiency.
- Build relationships with a wide range of public and elected officials, technical and conservation experts, farmers and landowners.
- Ensure the completion of required grant tasks and the completion of required progress reports and final reports.
- Present at meetings, workshops, tours and educational opportunities, as needed.
- Designing conservation practices that meet the needs of landowners and natural resources.
- Applying for cost-share funds and facilitating project implementation.

The duties listed above are intended only as general illustrations of the various types of work that may be performed. Specific statements of duties not included does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Job descriptions are subject to change by the District as the needs of the District and requirements of the job change.

MINIMUM QUALIFICATIONS:

Experience is a key requisite for this position and a minimum of five (5) years of experience in the natural resource field is required, in addition to a Bachelor's degree from accredited institution in agriculture, natural management, environmental science or related field. Eight years (8) of related work experience may be substituted for a Bachelor's degree.

Experience in project management, managing multiple deadlines, and report writing are essential. Knowledge of local and regional conservation issues, regulatory requirements and permitting, conservation project implementation, agriculture and critical areas is required. Other qualifications include: proven technical report writing experience, the ability to respect, collaborate and work with diverse populations and perspectives, and experience facilitating discussions on contentious resource management issues with landowners and other stakeholders. Excellent verbal and written communication skills required. Must be proficient with Microsoft Office suite. Proficiency in GIS desired. Applicant must possess a valid driver's license.

ADDITIONAL PREFERRED QUALIFICATIONS:

- Familiarity with Washington's Growth Management Act, Shoreline Master Program and policies, and various local ordinances and policies.
- Certified Conservation Planner
- Proven experience developing and completing conservation plans.
- Certified Crop Advisor (CCA)
- Knowledge of agricultural industry and/or farming experience.
- Knowledge of scientific and engineering principles relative to conservation planning applications both in the field and in the office.

SCHEDULE & WORKING CONDITIONS:

This position is full-time, permanent non-exempt. Work will be performed in both an office setting and in rural and urban community settings. Local and out-of-town travel, occasional evening and weekend hours are possible.

COMPENSATION AND BENEFITS:

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The Thurston Conservation District observes eleven (11) paid holidays (including one personal holiday). Employees also accrue sick and vacation leave. Thurston CD employees participate in [Public Employees Retirement System \(PERS\)](#). Staff also has access to an additional voluntary retirement savings programs within the State of Washington's Department of Retirement Systems – [Deferred Compensation Program \(DCP\)](#). The district offers medical, dental, vision and life insurance coverage at no cost to full time employees. Additional voluntary supplemental insurance opportunities are also available. Regular professional development opportunities are strongly encouraged and supported. This position is represented by the Washington Federation of State Employees, AFSCME Council 28.

TO APPLY:

Please submit:

1. Resume
2. Cover letter
3. Three (3) professional references

Be sure to describe your interest and unique qualifications for the position and the skills that you bring to our entire conservation district team. Your cover letter is not to exceed two pages. Letters of recommendation may be included. Applications will be reviewed upon receipt and interviews may begin prior to the application deadline.

Thurston Conservation District is an Equal Opportunity Employer. Please let us know if you need any accommodation to participate in the application process.

Send electronically (*please no paper copies*) to: [**job-applications@thurstoncd.com**](mailto:job-applications@thurstoncd.com)

Please include: **Conservation Program Manager – YOUR NAME** in the subject line.

The deadline to apply is May 3rd, 2019.

We sincerely thank you for your interest in joining the work we do at Thurston Conservation District!