



Natural Resource Specialist

1 FTE, full-time permanent

\$48,000 - \$58,000 per year

A competitive benefits package

First review of applications: August 1, 2022

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

POSITION DESCRIPTION:

This position works directly with community members to help them meet their land-based goals in a non-regulatory and voluntary environment. This position works with farmers, landowners, and residents in Thurston County to assist with the planning and development of conservation plans for their properties and operations. The Natural Resource Specialist assists community members with identifying and implementing a wide range of natural resource conservation practices using Natural Resource Conservation Services' conservation assessment tools and supports the implementation of cost share projects. A primary focus will be small farm planning and technical education. Additional experience in water quality monitoring and stream habitat restoration, forage and pasture renovation, and soil health 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, and/or project contractors on specific projects.

The Natural Resource Specialist is responsible for utilizing District and partner programs to benefit both the landowner/operator and the soil, water, air, plant, animal, human and energy natural resources present on the property. This position will work directly with a highly collaborative and professional technical team, under the mentorship of the Conservation Program Manager, to identify, develop and implement projects that address natural resources, habitat concerns, and agricultural priorities of cooperators. Thurston Conservation District offers a dynamic and passionate work environment with a supportive staff team.

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.

Thurston Conservation District is 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.

PRINCIPAL RESPONSIBILITIES:

- Builds relationships with and provides excellent customer service to community members including: a wide range of public and elected officials, technical and conservation experts, farmers, landowners, and community partners

- Identifies and guides implementation of appropriate conservation practices that meet the needs of landowners/operators and address natural resource concerns
- Has knowledge of TCD's programs and services and can help direct community members to the appropriate program and service to meet their goals and concerns
- Applies for cost-share funds and facilitates project implementation
- Monitors and documents implementation of best management practices (BMPs) at field activity locations
- Prepares reports and documents activities, program progress, and accomplishments as directed
- Collaborates with Education and Outreach staff to present at meetings, workshops, tours and educational opportunities, as needed
- Participates in regular training opportunities to maintain a high level of proficiency
- Attends public meetings as a representative of the District

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:

Option 1) Bachelor's Degree (B. A. / B. S.) from an accredited institution in natural/environmental science, agriculture, agronomy, environmental planning, or closely related technical/scientific/natural resources field –AND– A minimum of 1-year professional experience working in fields of natural resource management, ecology, botany, wetland science, upland or aquatic habitat restoration, farm or ranch management, crop science, soil science, agronomy, or related work. Work experience can come from a government, corporate or other post-secondary training environment.

Option 2) An associate degree in natural resource management from an accredited institution in combination with 3 years direct experience in natural resource management as described above.

Option 3) Five years of on-the-ground working experience in natural resource management as described above.

Applicants who feel they have 5-year minimum combination of education, training, and experience that demonstrates the ability to perform the duties of the position are welcome to apply.

Experience in project management, managing multiple deadlines, and clear professional report writing are essential. Knowledge of local and regional agricultural and conservation issues is important, as is interest in supporting and working with an active and sustainable farming community in South Puget Sound. This position must have the ability to respect, collaborate, and work with diverse populations and perspectives and experience participating in discussions on contentious resource management issues with community members and other stakeholders. This position requires excellent verbal and written communication skills, including proficiency with the Microsoft Office suite. Applicant must possess a valid driver's license.

ADDITIONAL PREFERRED QUALIFICATIONS:

- Knowledge of agricultural industry and/or farming experience
- Familiarity in grass identification, forage restoration, and grazing systems
- Interest in soil science, testing, and analysis
- Proficiency in GIS

- Particular interest in working with the equestrian community and small farm operations
- Familiarity with conservation project implementation, regulatory requirements, permitting, and critical areas is strongly preferred
- Experience developing and completing conservation plans
- Certified Crop Advisor (CCA) and Conservation Planner Certified from NRCS or interest in becoming certified
- Familiarity with Washington's Growth Management Act, Shoreline Master Program and policies, and various local ordinances and policies
- Knowledge of the local, state and federal regulations and permitting processes
- Knowledge of scientific and engineering principles relative to conservation planning applications both in the field and in the office

EQUAL OPPORTUNITY EMPLOYER:

Here at Thurston Conservation District our employees and the people we serve come from all walks of life. We strive to hire great people from a wide variety of backgrounds. We believe in the importance of recognizing the value that each of us contributes to the success of the District's mission. Having a diverse workforce is the District's greatest source of strength and knowledge. It is through the combination of talents and abilities that we can find effective ways to best serve our community. We are committed to building a diverse and inclusive workplace for everyone. All qualified applicants receive consideration for employment without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Please let us know if you need accommodation to participate in the application process.

SCHEDULE & WORKING CONDITIONS:

This position is permanent, overtime non-exempt, and full-time (40 hours per week) with flexible work hours. Local and out-of-town travel, occasional evening and weekend hours are possible. Currently, as a as part of TCD's response plan to COVID-19, work may primarily be performed at home with occasional work in the District's office, as well as in the field. District employees may choose to work from the office more if they would like.

At times, this position spends as much as 45% of work time in the field conducting site visits with farmers, land operators and community partners. Employees are provided with necessary TCD-owned equipment to perform their job responsibilities outside of the office.

COMPENSATION AND BENEFITS:

\$48,000 - \$58,000 per year, DOQ

The Thurston Conservation District observes thirteen (13) paid holidays (including two personal holidays). Employees also accrue sick and vacation leave. The District offers medical, dental, vision and life insurance coverage for employees, with an option to cover 75% of spouse or dependent coverage. Additional voluntary supplemental insurance opportunities are also available. Participation in regular professional development opportunities are strongly encouraged and supported. 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 \(DCP\)](#). This position is represented by the Washington Federation of State Employees, AFSCME Council 28. The current Collective Bargaining Agreement can be found here: <https://www.thurstoncd.com/wp-content/uploads/2021/12/Final-Signed-CBA-TCD-2022-2024-1.pdf>

TO APPLY:

Please submit:

1. Resume (no more than 2 pages)
2. Cover letter (1 page)
3. Three (3) professional references

Be sure to describe your interest and unique qualifications for the position. Highlight the skills that you can offer to our entire conservation district team. Your cover letter is not to exceed two pages. Letters of recommendation may be included.

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

Please include **Natural Resource Specialist – YOUR NAME** in the subject line.

First review of applications: August 1, 2022

Position open until filled with an ideal start date on or before September 1, 2022.

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

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