



Senior Habitat Restoration Specialist

Permanent Full Time (40 hours per week)

\$56,000 - \$75,000, DOQ

Competitive benefits package

Priority Application Deadline March 9, 2023

Position open until filled

Thurston Conservation District seeks a dynamic, creative, and critical thinker with interest in designing and implementing habitat conservation projects in partnership with community members and as a part of our collaborative team.

POSITION DESCRIPTION:

This position supports community members with technical assistance to promote water quality protection, fish and wildlife habitat enhancement, and natural resources stewardship. The Senior Habitat Restoration Specialist will work collaboratively as a TCD Technical Team member to bring TCD services to local residents.

The primary functions include, but are not limited to the following:

1. Develop, implement, manage, and oversee habitat restoration, enhancement, and protection projects throughout Thurston County to benefit stream ecology, wetlands, and upland ecosystems, and to improve conditions for fish, wildlife, pollinators, and native plant communities.
2. As a part of project management, oversee field implementation of restoration projects including on-site construction; works with contractors, consultants, and crews in diverse settings to ensure successful restoration project installation.
3. Coordinate deadlines, deliverables, and quality of work on multiple projects simultaneously.
4. Reliably and effectively communicate project progress, challenges, and successes; responsible for proper documentation of project materials, permits, and reports (including expenses and budget management).
5. Identify new project opportunities.
6. Provide direct technical assistance and conduct site visits with members of the community, troubleshoots issues, and provide written and physical resources.
7. Align technical assistance with the conservation and restoration priorities of the District, while identifying areas of overlap between district priorities, land use, community member goals, and regulations associated with critical areas, ESA, water quality etc.
8. Work with Education staff to participate in/present during habitat workshops and tours that address a wide variety of audiences.
9. Develop grant applications and present proposals for projects; lead contracting, scope of work development, sequencing, and implementation of grant awards.
10. Represent the district at community meetings, technical workshops, and engages with community stakeholders.
11. Function as a member of a team and work effectively in a collaborative framework, sometimes leading and sometimes supporting projects.

KNOWLEDGE & SKILLS:

- Interpersonal skills, particularly effective collaboration and excellent communication; team player
- Experience with aquatic ecosystem restoration methodologies (lake, stream, wetland, river) as well as familiarity with upland ecosystem management/restoration methods (prairie, forest etc.).
- Strong practical experience with riparian enhancement and restoration methods
- Invasive species management
- Native plant identification/ uses within restoration and other contexts
- Computer proficiency
- GIS proficiency
- Strong written and verbal communication skills
- Demonstrated experience writing, acquiring, and managing restoration grants and projects through completion.

MINIMUM QUALIFICATIONS:

Bachelor’s Degree in Natural/Environmental Science, Agriculture, Agronomy, or any related field with related experience in natural resources management OR an associate degree in Natural Resource Management or related field plus 3 years of professional level experience (4-5 preferred)

OR

Any equivalent combination of experience and training that provides the required knowledge, skills, and abilities. Ability to work in the field for long periods of time under all weather conditions (inclement weather, uneven terrain, etc.) throughout the year.

Required Licenses/Certifications

- Driver’s License

Desired Certifications/Licenses

- Herbicide License
- Riparian Planning Training/Certification
- Certified Erosion & Sediment Control Lead (CESCL)

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 and work with 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 resource of strength and knowledge. It is through the combination of talents and abilities that we can pursue finding effective ways to best serve our community. We are committed to building a diverse and inclusive workplace for everyone. All employees, interns, and volunteers receive consideration 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, work may be performed at home with work in the District's office as necessary, 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 35% of work time out of the office in the field. Employees are provided with necessary TCD-owned equipment to perform their job responsibilities outside of the office.

This position description represents a general outline of the job duties, essential functions and minimum required qualifications and is not intended to be comprehensive in nature. 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. 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 and standing.

COMPENSATION AND BENEFITS:

This position is budgeted for an annual salary starting between \$56,000 - \$75,000 depending on the applicant's qualifications. The Thurston Conservation District observes twelve (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/2020/04/Collective-Bargaining-Agreement.pdf>

TO APPLY:

Priority application deadline is March 9th and applications will be reviewed upon receipt. This position is open until filled. More than one position may be available.

Please include the following in your application package:

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

Be sure to describe your interest and unique qualifications for the position and the skills that you bring to the Conservation District team. Your cover letter is not to exceed one page. Letters of recommendation may be included.

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

Please include: **Habitat Specialist – YOUR NAME** in the subject line.

**We sincerely thank you for your interest in joining the
Thurston Conservation District team!**