



## **Habitat Restoration Assistant Crew Lead**

*Permanent, Full time (40 hours per week)*

*\$34,000 - \$38,000 Salary, Depending on Qualifications*

**Priority Application Deadline: March 3rd**

### **Thurston Conservation District seeks a dynamic, creative, and critical thinker with interest in implementing habitat restoration projects.**

Since 1948, Thurston Conservation District (TCD) has been promoting non-regulatory and voluntary environmental stewardship among community members in Thurston County. We are a cohesive team of passionate individuals committed to finding and coordinating resources that meet local community needs while conserving soil, water, and other natural resources.

#### **POSITION DESCRIPTION**

Work with the Habitat Restoration Crew Lead to supervisor and mentor the Thurston Conservation District (TCD) Veteran Conservation Corps Interns and TCD Habitat Restoration Field Crew Interns as they develop skills in the environmental field and complete meaningful habitat restoration projects in Thurston County.

#### **DUTIES & RESPONSIBILITIES**

- Aids in the completion of restoration projects based on direction from project managers and crew lead
- Assists with leading, mentoring, and training crew members in a variety of restoration activities
- When the need arises and multiple sites require different tasks, the assistant will manage the time and productivity of crew members
- Accurately interprets and carries out restoration plans and maps
- Works for long periods of time in inclement weather, rough terrain, steep slopes, and wilderness areas
- Monitors, assists, and reports to the Lead or TCD staff when there is changing field conditions, crew activities, and equipment
- Effectively implements all safety procedures
- Assists with the operation and maintenance of small power tools and hand tools, such as chainsaws, weed-eaters, shovels, and axes
- Operates state owned/leased vehicles and equipment, including passenger vans, pickup trucks, ATVs, and mowing equipment
- Safely hitches, hauls, and backs up a trailer
- Lifts up to 50-lbs repetitively for extended periods of time
- Works regularly with chemicals like pesticides and fertilizers

#### **MINIMUM QUALIFICATIONS**

We're looking for someone with a positive, friendly, and professional attitude who is excited to work with and assist the Habitat Restoration Crew Lead to implement restoration projects that will support the work of District staff. A minimum of two years of habitat restoration field work OR associate degree in environmental science OR any equivalent combination of experience and training that provides the required knowledge, skills, and abilities is required. Qualifying experience can come from a combination of educational experiences, military experience, volunteer positions, lived experience, and paid positions. Applicants who feel they would thrive in this position are encouraged to apply.

The successful candidate must possess the following skills and experience:

- Leadership skills
- Experience implementing safety practices in the field with and without supervision
- Experience working on a crew to complete time-sensitive projects on private or public property
- Habitat restoration and vegetation management techniques
- First aid/ CPR certification or the willingness to get certified
- Written and verbal communication skills
- Experience operating heavy equipment (mini-excavator, tractor, etc.)
- Have, or be able to obtain, a valid state driver's license.
- Possession of a Pesticide Applicators License

Desired Qualifications:

- Chainsaw experience or certification
- Wilderness First Aid/ Responder
- Small engine experience

### **EQUAL OPPORTUNITY WORKSPACE**

Here at Thurston Conservation District our employees and the people we serve come from all walks of life. Having a diverse workforce is the District's greatest resource of strength and knowledge. 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 a permanent, full-time position (40 hours per week) with a Mon-Thurs 7am-5:30pm work schedule. Local and out-of-town travel and occasional evening and weekend hours are possible. This position works primarily in the field, in all weather conditions.

This position description provides a general outline of the job duties and qualifications and is not intended to be comprehensive. Eligibility for this position is contingent upon the individual's ability to perform the job duties with or without reasonable accommodation. This position requires frequent walking, standing, lifting up to 50 lbs., and occasional weekend work.

### **COMPENSATION AND BENEFITS**

This position is budgeted for an annual salary starting between \$34,000 - \$38,000 per year depending on the applicant's qualifications. 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. Participation in regular professional development opportunities is strongly encouraged and supported. This position is represented by WSCCCE Council 2. The current Collective Bargaining Agreement can be found here: <https://www.thurstoncd.com/wp-content/uploads/2020/04/Collective-Bargaining-Agreement.pdf>.

## **TO APPLY**

The priority application deadline is February 23<sup>rd</sup> and applications will be reviewed upon receipt. This position is open until filled.

Please include the following in your application package:

1. Resume
2. Cover letter - not to exceed one page
3. Three (3) professional references

In your cover letter, please describe your interest and unique qualifications and skills for the position.

Send application materials electronically (please no paper copies) to: [job-applications@thurstoncd.com](mailto:job-applications@thurstoncd.com). Please include **Restoration Assistant Crew Lead – YOUR NAME** in the subject line.

TCD 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 working with  
the Thurston Conservation District team!**