

SALARY

- Starting at \$26.00 - \$28.30 per hour, depending on qualifications and experience.

BENEFITS

- Retirement benefits after one year of service.
- Medical and Dental Insurance
- Annual leave, Sick Leave, and 11 Paid Holidays, 1 Floating Holiday

HOURS

- 40 hours a week
- Flexible scheduling

LOCATION

- Office located in Waterville, Washington.
- Travel within Douglas County is frequent with some out of county travel.
- Partial remote work.

TO APPLY

- Submit cover letter and resume with at least three (3) references to Becca Hebron at the following email: rhebron@fostercreekcd.org
- Open until filled. Application will be reviewed after August 30, 2024.
- Foster Creek is an Equal opportunity Employer.



Natural Resource Specialist

Foster Creek Conservation District

About the Role

Foster Creek Conservation District is seeking a highly self-motivated and skilled individual to join the District as a Resource Specialist. This is a full-time position, key to many of Foster Creek's natural resource programs responsible for implementing technical assistance on projects, cost share activities, and providing public outreach. Our programs are focused on implementing highly impactful projects with private landowners where coordination with state and federal partners can help achieve large landscape scale improvements to natural resources.

Foster Creek has built many successful programs around our ecosystem, communities, and their needs. With steady growth over the last couple of years our entity has doubled in size, increased our educational reach, and helped provide technical assistance on thousands of acres across many different projects. Foster Creek CD is in Douglas County, Washington with a physical office space located in the town of Waterville, serving the northern half of Douglas County. This position is funded through grants from several state and federal grant programs and relies on successful future grant applications to continue its funding. This position reports directly to Foster Creek CD's District Manager and is eligible for partial remote work opportunities.

Service Area

Douglas County is where the unique Washington Shrub Steppe meets the Columbia River, the Cascade mountains, and is all connect by rolling wheat fields and other agricultural production. This geologically rich environment has a unique history of formation creating much of the beauty and grandeur that also lends to an area rich with ecological features and natural resources. Nestled in the middle of the state the area is close to any recreational adventure you seek. The small, hometown vibes with endless exploration makes Douglas County a unique adventure with a rural flare.



FOSTER CREEK
CONSERVATION DISTRICT

Natural Resource Specialist

Foster Creek Conservation District

Minimum Qualifications

A qualified candidate must have:

- A bachelor's degree involving a major in environmental or physical science, one of the natural sciences, planning or other closely related field and two years of professional level experience. An associate degree in environmental or physical science or technology or other closely related field may be substituted for a Bachelor's Degree if the applicant has three years or more of applicable experience.
- Strong organizational and written/verbal communication skills.
- Minimum two years of professional experience in either restoration planning, project planning, or technical assistance
- Strong knowledge of MS Office applications (Word, Excel are essential). Basic competency with GIS software is preferred.
- Must have demonstrated ability in handling multiple projects and the capability of working with diverse individuals and small groups.
- Must be able to work in remote and rugged locations under a variety of weather conditions, traverse difficult upland and instream terrain, and carry field equipment necessary to complete required job tasks.
- Must be willing to obtain a Washington State Pesticide Applicators License
- Must have a valid driver's license.

Desired Attributes

A well-qualified candidate will have some or all the following qualifications:

- Experience providing technical assistance to the public, including private landowners, farm operators, and managers.
- Knowledge/experience implementing restoration projects in dryland systems.
- Knowledgeable in natural resource project development and conservation practice implementation in waterways.
- Capable of conducting outreach to landowners, farm operators, and managers to generate new voluntary conservation projects.
- Strong skills in multi-tasking and the ability to meet multiple deadlines with an exceptional standard of quality control.
- Experience designing and editing project site plans, with proven success of implementing them. Including experience of permitting and cultural resource review.
- Knowledge/experience working within grant deliverables and budgets.
- Ability to write grants to promote future District work.

TYPICAL WORK

Typical duties of the Natural Resource Specialist will be to oversee existing restoration projects and continue to plan future restoration projects involving Low-Tech Process-Based restoration, riparian planting, invasive species control, and other techniques in a dryland system. Develop and secure various permits and agreements necessary to carry out program objectives. Work to supervise the implementation of these projects, coordinating other Foster Creek CD staff, partners, and volunteers. Along with other projects as assigned.

You will work to build relationships with community members and landowners to help carry out the mission and goals of Foster Creek CD and various projects, ensuring to provide the best quality technical assistance. This position will require adaptability creativity, dedication, and passion for conservation, natural resource, and working with members of the public.

ABOUT US

Serving the community now and into the future through quality technical assistance for natural resource stewardship through:

- Encouraging good land stewardship through education, incentives, and quality technical assistance.
- Enhancing regenerative, profitable agriculture and protecting individual private property rights.
- Leading strong coalitions through partnerships and community engagement as a valid partner to agriculture and conservation.

We consist of a small team dedicated to do what they can to enhance and protect the natural resources of Douglas County. Foster Creek is a non-regulatory political sub-division of Washington State and is governed by a 5-member volunteer Board of Supervisors.

Foster Creek Conservation District

Job Description for

Resource Specialist

Nature and Purpose of Position:

The purpose of this position is to provide leadership in the coordination and implementation of various Foster Creek Conservation District programs. These programs involve natural resource related activities.

This position will be under the direction and guidance of the District Manager and will carry out the directives of the Foster Creek Conservation District Board of Supervisors.

Major Responsibilities:

- Provide objective leadership, program guidance and coordination to help resolve natural resource management issues.
- Be responsible for all assigned grant related tasks required to fulfill the District's Annual and Long-Range Plans.
- Represent and promote *the District's mission and policies* in all work related public activities, meetings, hearings and encounters with the press.
- Serve as supervisor to designated staff as assigned.

Typical Duties:

- Oversee existing and planned habitat restoration projects involving Low-Tech Process-Based Restoration, riparian planting, invasive species control, and other techniques.
- Oversee maintenance and success monitoring of previously implemented stream restoration projects.
- Plan and secure funding for future projects in accordance with an ongoing Watershed Planning Process.
- Secure permits, complete documentation and reporting, and obtain cultural resource clearance for projects.
- Maintain existing and develop new partnerships with staff from various public and private entities to generate multi-disciplinary management, implementation and monitoring plans for watershed priorities identified in the District's Annual and Long-Range Plans.
- Support and promote the ongoing Watershed Planning Process for Foster Creek and assist in its coordination, including development of agendas, selection of guest speakers, newsletter publication and distribution, and general mailings.
- Coordinate the inventory and assessment of resource issues, including data analysis, and assist with development of action plans.
- Provide technical assistance to partners and landowners and develop conservation plans using approved NRCS standards and specifications when applicable.
- Coordinate multi-agency/stakeholder committee meetings related to ongoing and future efforts to implement actions identified in resource plans and assist partner groups with implementation and monitoring.
- Work with various organizations to collaborate on projects, coordinate landowner relations, and provide technical assistance.
- Work with landowners and public agencies to complete cost-share conservation projects, including executing contracts and landowner agreements

- Supervise implementation of selected projects, including contracting for services, securing, and training volunteer work crews, supervising contractors, and maintaining work plan schedules.
- Report on findings and use data to alter practices where necessary.
- Pursue and assist in writing grants to obtain funds necessary to carry out the District's Annual and Long-Range Plans.
- Coordinate the tracking and accounting of in-kind contributions toward various grants and carry out necessary grant administration and reporting.
- Inform and educate the public about resource issues and solutions by hosting and participating in events, developing educational materials, serving as media contact and other appropriate methods.
- Other duties as assigned.

Minimum Qualifications:

- A bachelor's degree involving a major in environmental or physical science, one of the natural sciences, planning or other closely related field and two years of professional level experience. An associate degree in environmental or physical science or technology or other closely related field may be substituted for a Bachelor's Degree if the applicant has three years or more of applicable experience.
- Very strong organizational and written/verbal communication skills.
- Strong knowledge of MS Office applications (Word, Excel are essential). Basic competency with GIS software is preferred.
- Must have demonstrated ability in handling multiple projects and the capability of working with diverse individuals and small groups.
- Experience working with conservation districts is also beneficial.
- Must be able to work in remote and rugged locations under a variety of weather conditions, traverse difficult upland and instream terrain, and carry field equipment necessary to complete required job tasks.
- Must be willing to obtain a Washington State Pesticide Applicators License
- Must have a valid driver's license.
- Experience working with agricultural producers and/or rural landowners is beneficial.

Salary and schedule:

This position is a full-time, non-exempt position with compensation starting at \$25 per hour to \$28.30 per hour based on experience and/or qualifications. Benefits include access to state insurance with company paid contributions, accrued paid sick leave, annual leave, 12 paid public holidays and retirement contributions after one year of service. Terms of compensation and benefits are set by position appointment letter and may be amended at any time by the Board of Supervisors. Position may require some work on Saturdays or after regularly scheduled work hours.

To Apply:

- Submit cover letter and resume with at least three (3) references to Becca Hebron via email at: rhebron@fostercreekcd.org
- This position is open until filled. The first review of applicants will be August 30, 2024. Position will remain open until filled.
- Foster Creek CD is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.