



## Position Announcement

### Habitat Restoration Technician

SCD 528 91<sup>st</sup> Ave NE, Ste A, Lake Stevens, WA 98258-2538  
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## Snohomish Conservation District

### Habitat Restoration Technician

**Terms:** Permanent non-exempt regular full-time position (40 hours per week), with benefits

**Salary:** \$35,000 to \$50,000

**Deadline to apply:** May 5<sup>th</sup>, 2015 4:00pm

#### **Introduction:**

Snohomish Conservation District announces a position opening for a Habitat Restoration Technician (Technician) in their Lake Stevens, Washington office. This is a full-time position with benefits, working as part of the six-member Natural Resources team. The technician primarily works with landowners who reside within the boundaries of the Snohomish Conservation District, which includes most of Snohomish County and Camano Island. The person hired for this position is directly responsible to the Natural Resources Program Manager. Permanence of the job is dependent upon continued grant funding.

#### **Qualifications:**

An Associate's or Bachelor's degree in an environmental field with course work related to habitat restoration, aquatic ecosystems, or natural resources. One to three years of experience restoring and monitoring northwest stream, wetland, estuarine, and/or near shore ecosystems is preferred.

#### **Job Duties:**

The Technician will be an integral member of the Natural Resources team, providing support for habitat restoration projects on public and private land and natural resources technical assistance to landowners throughout Snohomish County and Camano Island.

Various job duties are summarized below:

- Oversee WCC crew to include managing crew schedule, providing training, implementing habitat restoration project needs (primarily riparian planting), overseeing herbicide applications, working with crew leader to ensure project quality and proper implementation of project plans.
- Manage native plant nursery to include plant inventory, crew maintenance and potting activities, volunteer potting events, irrigation system and supply ordering.
- Work with Habitat Restoration Specialists to develop planting and fencing plans for stream and wetland restoration sites. Order and inspect plant deliveries, direct crew in controlling invasive vegetation (site preparation and maintenance), and oversee plant placement and installation.
- Coordinate the maintenance of restoration project sites as necessary to ensure survival of plants.
- Implement the vegetation monitoring program to include setting up transects and photo points, training crew members to collect data, and analyzing data.
- Oversee herbicide applications on project sites and manage spray reporting and Aquatic Noxious Weed Control permit.
- Communicate with private landowners to develop restoration planting plans and schedule project work.
- Provide site visits and technical assistance to private landowners on topics such as weed management, plant suggestions, salmon habitat, local codes and regulations, water quality, and other best management practices.
- Coordinate restoration project supply procurement and delivery.

- Manage field equipment and supplies.
- Assist with the Conservation District's Annual Plant Sale.
- Assist with educational workshops for landowners.
- Write grant applications and reports.
- Weekend and evening work will be required at times.
- Other duties as assigned depending on skill set and interest.

**Skills and Knowledge:**

- Knowledge of natural resource issues such as stream, wetland and riparian ecology, native plants, water quality, salmon habitat, and soils.
- Ability to communicate effectively with private landowners, project partners, and co-workers.
- Proficiency communicating technical information to a variety of audiences including private landowners on one-on-one site visits and at workshops.
- Proficiency writing reports, outreach materials, technical assistance letters to landowners, and/or grant applications.
- Ability to use computers to write reports, keep track of work progress, prepare high quality maps using ArcGIS software, and record field data.
- Ability to organize and plan own schedule of activities and to set priorities related to work goals set by the Habitat Restoration Specialists and Natural Resources Program Manager.
- Ability to maintain accurate records regarding time-keeping and authorized expenses.
- Ability to operate a motor vehicle, including full-size pick-up and trailer, on both public and private roads during daylight and occasionally after dark.
- Ability to work in all types of terrain on foot and operate hand and power tools. Physical effort is occasionally required; lifting weights of up to 50 lbs. Work conditions involve all types of topography, weather, or related outdoor features and frequent travel.
- Ability to work well with technically diverse project teams.
- Ability to communicate effectively in a team setting.
- Self-motivation and an ability to work independently.
- A valid Washington State driver's license.

**Additional desirable skills:**

- Knowledge of the Snohomish County area.
- Understanding of land-use issues, especially related to natural resources and agriculture.
- Understanding of planting requirements, particularly non-native plant removal techniques and establishment of native species.
- Experience maintaining plants in a nursery setting.
- Washington State Pesticide Operator license with Aquatic endorsement (can acquire upon hire).

**To apply for this position:**

Applicants must provide a cover letter, resume, and a list of three professional references (references may be provided after the interview). Application materials must be received on or before May 5<sup>th</sup>, 2015, 4:00 pm. Emailed applications are preferred. Faxed or mailed applications received by the deadline will be accepted. Post-marked applications shall not be considered a substitute for the above deadline requirement.

For more information, contact Cindy Dittbrenner at 425.377.7005 or [cindy@snohomishcd.org](mailto:cindy@snohomishcd.org)  
Please submit the application materials to [cindy@snohomishcd.org](mailto:cindy@snohomishcd.org) or:

**Snohomish Conservation District**  
**Attention: Cindy Dittbrenner**  
**528 – 91<sup>st</sup> Ave. NE.**  
**Lake Stevens, WA 98258**