



Natural Resource Technician

1 FTE, full-time permanent

\$34,414 – 66,916 DOQ -

and competitive benefit package

Application Deadline: May 31, 2017

Thurston Conservation District is looking for an experienced self-starter who is dynamic, energetic, highly organized creative thinker with an interest in working lands and agricultural resource management. The successful applicant must have a strong work ethic to become part of a cohesive team of passionate individuals in a fast-paced, hands-on and rewarding work environment.

POSITION DESCRIPTION:

This position is responsible for assisting the district's Conservation Planning staff, conducting and monitoring field data acquisition and incorporating the results into conservation plan analysis and reports. This position will focus primarily on small farm management planning, working directly with landowners and operators to benefit their operations and the natural resources present on the property. Experience in water quality monitoring and stream habitat restoration is desired, but not required. This position also implements and coordinates other field project activities as assigned by Executive Director. This work may include working with volunteers, interns, work crews, project contractors, and technical staff on specific projects.

The Natural Resource Technician is responsible for aligning district and partner programs to the greatest benefit to both the landowner/operator and the natural resources. Extensive knowledge of the regulatory environment of Thurston County, the new Voluntary Stewardship Program (VSP), in conjunction with the natural resource planning priorities is desired. This position will work directly with the Natural Resource Specialist to identify, develop and implement projects that address natural resource and habitat concerns.

This position description represents a general outline of the job duties, essential functions and minimum qualifications and is not intended to be comprehensive in nature. 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 lifting up to 50 lbs.

PRINCIPAL RESPONSIBILITIES:

- Conduct site visits with landowners/operators to discuss available program eligibility, requirements and the conservation of natural resources. Develop farm plans (e.g. Conservation Plans, Individual Stewardship Plans, etc.) that may apply
- Perform resource inventories and evaluations, including conducting field investigations and assembling data necessary for the development of conservation practices for structural, vegetative, and managerial solutions to natural resource concerns
- Monitoring conservation practices following implementation

- Assist with the preparation of grant proposals and budgets for new and on-going district projects and programs
- Participate in regular training opportunities to maintain a high level of proficiency in their field
- Conduct soil test and analysis
- Participate in the delivery of workshops on subjects related to agricultural production, and contribution to TCD's monthly newsletter
- Provide exceptional customer service to a wide range of public and elected officials, technical and conservation experts, farmers and landowners
- Prepare reports documenting activities, program progress, and accomplishments as directed.
- Attend public meetings as a representative of the district and participated as needed.

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:

Experience is a key requisite for this position and a minimum of one (1) year experience in the natural resource field is required, in addition to a Bachelor's or Associate Degree from accredited institution in agriculture, natural/environmental science ore related field. Four (4) years of related work experience may be substituted for an Associate Degree or eight years (8) of related work experience may be substituted for a Bachelor's degree.

Must have a bachelor's degree in natural resources , or related field AND a minimum of 1 year of related experience. Experience in project management, managing multiple deadlines, and report writing are essential. GIS mapping skills are highly desired. Experience with public outreach is desired, as well as knowledge of conservation issues, agricultural practices and/or natural resources management. Excellent verbal and written communication skills required. Must be proficient with Microsoft Office suite. Applicant must possess a valid driver's license.

ADDITIONAL PREFERRED QUALIFICATIONS:

- Familiarity with Washington's Growth Management Act, Shoreline Master Program and policies, and Critical Areas Ordinances and policies. Thurston County is one of the first counties with the Voluntary Stewardship Program (VSP). Thurston County also has listed species specific to Thurston County (i.e. Mazama pocket gopher, Taylor checkerspot butterfly, Streaked-horned lark, and others) that one must be aware of in habitat/farm/agriculture/natural resource conservation planning.
- Competence in developing conservation plans in accordance with Natural Resource Conservation Service planning process, standards, and specifications
- Produce and analyze GIS data
- Certified Crop Advisor (CCA)
- Certified NRCS Conservation Planner
- Certification to prepare Comprehensive Nutrient Management Plans (CNMPs)
- 5 or more years of relevant experience

SCHEDULE & WORKING CONDITIONS:

This position is full-time non-exempt, with a six-month probationary period. Successful completion of the probationary period would lead to a permanent position. Work will be performed in both an office setting and in rural and urban community and on-farm settings. Local and out-of-town travel, occasional evening and weekend hours are possible. This position is approximately 50% office work and 50% site visits and field work.

COMPENSATION AND BENEFITS:

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The Thurston Conservation District observes twelve (12) paid holidays (including one personal holiday). Employees also accrue sick and vacation leave. Employees working more than 70 hours a month are required to participate in PERS (Public Employees Retirement System). Staff also has access to voluntary retirement savings programs within the State of Washington's Department of Retirement Systems. The district offers medical, dental, vision and life insurance coverage at no cost to full time employees. There is also a district contribution to a Health Savings Account and voluntary supplemental insurance opportunities. Regular professional development opportunities are strongly encouraged.

TO APPLY:

Please submit:

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

Be sure to describe your interest in the position and the skills you bring to our conservation district team. Your cover letter is not to exceed one page. Letters of recommendation may be included.

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

Send electronically (*please no paper copies*) to: ***kwhalen@thurstoncd.com***

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

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