



Habitat Restoration Crew Lead

Project Employee (March 16 – October 31, 2022)

Full Time (40 hours per week)

\$17.22 - 21.98 per hour; Dependent on experience

Priority Application Deadline March 1, 2022

Applications reviewed upon receipt

Thurston Conservation District seeks a dynamic, creative, and critical thinker with interest in leadership and implementing habitat restoration projects, and working with diverse communities, to join our collaborative team in a fast-paced, hands-on and rewarding work environment.

POSITION DESCRIPTION:

The Habitat Restoration Crew Lead will lead and mentor the Thurston Conservation District (TCD) Veteran Conservation Corps Interns as they develop skills in the environmental field.

This position will supervise a 4-person field crew under direction from the TCD habitat team. The Habitat Restoration Crew Lead will lead their crew in completing meaningful habitat restoration projects in Thurston County to serve their community by improving water quality, enhancing wildlife habitat, and preventing the spread of invasive weeds. This position will work with their crew full-time, outdoors, on public and private properties such as farms and conservation lands, to achieve individual, local and regional resource conservation and restoration goals. Field work activities will include riparian, wetland, and upland restoration of native trees and shrubs, manual, mechanical and chemical control of invasive weeds, implementing erosion control techniques, and participating in a variety of other aquatic species and salmon recovery projects.

The ideal candidate for this position will have strong communication skills, demonstrated group leadership abilities, ability to work outdoors in all conditions, and experience with habitat restoration and enhancement techniques.

ESSENTIAL JOB DUTIES:

The following list of duties is intended as an illustration of the various types of work performed. The omission of specific duties does not exclude them from the responsibilities of the position if the work is similar, related or a logical assignment to the position.

- Accurately interprets habitat restoration plans, maps and verbal instructions to ensure complete understanding of project objectives. This includes participating in regular coordination meetings, studying project plans, asking questions, and identifying necessary equipment, sequencing of daily tasks, and potential challenges.
- Demonstrates and trains crew members in a wide variety of restoration techniques such as livestake installation, bare root planting, potted stock planting, manual, mechanical and chemical control of invasive plant species.
- Manages the completion of projects as planned. This includes monitoring the use of materials, assigning daily work tasks to individual crew members, communicating progress and problem-solving challenges with the TCD habitat team.

- Monitors and independently judges changing field work conditions including extreme weather, terrain, individual safety, activities, and equipment for any potential safety concerns. Implements safety procedures in the field and office.
- Works under tight project deadlines and manages conflicting demands while successfully leading crew members in an ever-changing field work environment with minimal direction from a supervisor.
- Interviews and participates in selections of new crew members.
- Demonstrates enthusiasm and dedication in providing mentorship and effective leadership to diverse members of the habitat restoration field crew.
- Performs weekly check-in meetings, and quarterly evaluations with each crew member. Gives clear feedback on past performance and expectations for future performance. Documents behavior or performance issues and administers any appropriate disciplinary action.
- Communicates effectively and works cooperatively with all District staff, landowners, project partners and other members of the public.

ESSENTIAL JOB FUNCTIONS:

- Currently possess a valid driver's license.
- Accurately interpret and carry out restoration plans and verbal instructions.
- Demonstrate and train crew members in restoration techniques as needed.
- Ability to work for long periods of time in inclement weather, rough terrain, steep slopes, and wilderness areas.
- Lead crew in completion of time-sensitive project tasks on private or public property.
- Monitor and independently judge changing field conditions, crew activities, and equipment for any potential safety concerns.
- Effectively implement all safety procedures.
- Operate and maintain small power tools, such as chainsaws, weed-eaters, drills, and augers.
- Use hand tools, such as shovels, hoes, rakes, hammers and axes.
- Operate state owned/leased vehicles, including passenger vans, 2WD and 4WD pickup trucks.
- Operate state owned/leased equipment, including All Terrain Vehicles, brush management and mowing equipment.
- Safely hitch, haul and back up with a trailer.
- Able to lift up to 50-lbs repetitively for extended periods of time.
- Work regularly with chemicals like pesticides and fertilizers.
- Possession of a Pesticide Applicators License, or ability to obtain within 30 days of hire.

QUALIFICATIONS:

An Associate's degree in Environmental Science or Studies, Forestry, or closely related field, and one (1) year of experience working on a habitat restoration field crew.

OR

Three (3) years of experience working on a habitat restoration field crew performing field work, young adult mentorship, or leadership.

Qualifying military experience can substitute, year for year, for field experience.

DESIRABLE SKILLS & EXPERIENCE:

- Experience in the supervision and training of employees in habitat restoration techniques and equipment.
- Experience working with veteran populations.
- Experience operating heavy equipment (mini-excavator, backhoe, etc.)
- Wilderness First Aid Certification.
- Knowledge of Thurston County watersheds, common rural land use practices, and the environmental issues and challenges facing the region.

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 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 qualified applicants receive consideration for employment 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 is a project position that is funded until October 30, 2022, with a possibility of extension. This position is full-time (40 hours per week) M-Thurs 7:00 am – 5:30 pm.

This position is 100% field based, with minimal office work requirements. The chosen applicant will lead their crew for long periods of time in inclement weather, rough terrain, steep slopes, and wilderness areas. Evening and/or weekend work may be necessary on an infrequent basis.

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.

COMPENSATION AND BENEFITS:

This temporary project position is budgeted for an hourly pay rate starting between \$17.22 - 21.98, depending on the applicant's qualifications. This project position will receive one personal paid holiday, and all Thurston Conservation District regular paid holidays occurring during the project position term: Memorial Day, Juneteenth, Independence Day, and Labor Day. Project employees accrue sick leave at a rate of 4 hours per month. This new temporary project position is not included in the staff bargaining team, represented by the Washington Federation of State Employees, and is not eligible for additional

employment benefits during the project period. This position may be extended or made permanent depending on funding. Permanent employees are eligible for full benefits at TCD.

TO APPLY:

Priority application deadline is 5:00pm on March 1st, 2022. Applications will be reviewed upon receipt. First round interviews will be scheduled immediately following the priority deadline.

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 Restoration Crew Lead – YOUR NAME** in the subject line.

We sincerely thank you for your interest in joining the

Thurston Conservation District team!