



## ***Job Vacancy Announcement:*** **Ecological Restoration Technician**

### **Long Tom Watershed Council**

The Long Tom Watershed Council (LTWC) is accepting applications for an Ecological Restoration Technician position. Duties of the position will include implementation, stewardship, and monitoring of riparian, floodplain, wetland, prairie, and oak restoration projects in the upper Willamette basin in Oregon.

Posted: December 19, 2014  
**Closing date: Thursday, January 15, 2015**  
Process: The interview process will be conducted between January 19 and February 2. Notification will be given approximately February 9, 2015  
Starting Date: February 25, 2015, or earlier depending on availability of successful candidate

#### **To Apply:**

- Please submit an application via email to [apply@longtom.org](mailto:apply@longtom.org) as a single PDF document. All application materials must be received by 5:00pm on the closing date.
- Late or incomplete applications will not be accepted.
- Please email questions about the position or hiring process to [apply@longtom.org](mailto:apply@longtom.org).
- All emails - both application submittals and questions regarding the position - must have “restoration technician” in the subject line.**

#### **Please Send:**

- Resume** – please include phone & email address in the heading.
- Three professional references** – contact information, including phone number, and how you know them.
- Cover letter** of 2 pages or less, and 12-point font, that includes –
  1. Highlights of your knowledge, skills, and abilities, and cites past experience in describing what you would bring to this position, referencing the position responsibilities specifically.
  2. A description of your experience in habitat restoration, specifically riparian, floodplain, and upland (wetland, prairie, oak) habitats, or similar experience, as well as your experience with ecological monitoring.
  3. A description of what approaches and techniques might be needed in working with private landowners, public agency partners, and restoration contractors.

#### **Interview Process & Security Clearance**

Please note the interview process will likely include a phone interview, an interview with multiple people (LTWC board, partners, and staff members), and a skills test. Please note also there will be a background clearance check due to LTWC’s presence in a partnership office owned by the federal government.

# Long Tom Watershed Council - Position Description

## Ecological Restoration Technician

Reports to: LTWC senior restoration staff

### Background

LTWC is a nonprofit organization serving the Long Tom River Watershed area in Lane and Benton Counties. LTWC was formed in 1998 in response to a call for local voluntary restoration action as part of the Oregon Plan for Salmon and Watersheds, and has flourished ever since. Our mission is to improve water quality and watershed condition in the Long Tom River basin through education, coordination, consultation, and cooperation among all interests, using the collective wisdom and voluntary action of our community members. LTWC is guided by a Board of Directors and has numerous active board and non-board committees, Council members, and volunteers. LTWC currently has seven paid staff and we are on a growing trajectory as we expand our efforts in the Eugene Metro area and along the mainstem Willamette River. A [conservation strategy](#) guides our work along with strong, local collaboration with [Rivers to Ridges](#) partners. LTWC is grant funded from public and private sources on a merit and competitive basis, with an annual budget around \$1 million. Please check out our [website](#) to learn more.

### General Description

The Ecological Restoration Technician will work closely with LTWC staff. Duties will focus on the implementation, stewardship, and monitoring of habitat restoration projects and protected habitats. Among other initiatives, the LTWC is engaged in restoring and stewarding 150 acres of riparian forest and forested wetland habitat, and nearly 800 acres of oak and prairie habitat with private and public landowners. The Restoration Technician will both engage and oversee contractors implementing floodplain reforestation and oak and prairie enhancement work, and associated maintenance activities. Other duties could include conservation easement monitoring, the assessment and monitoring of floodplain reforestation projects, design and planning of future projects, botanical monitoring of wetland and prairie projects, and the survey and treatment of invasive, non-native weeds. All duties will include communication with numerous partners, including private landowners, partner organizations, and contractors. Because of the seasonal timing of planting and stewardship activities, and plant community monitoring, work could sometimes occur on weekends. In addition, work could occur for partner organizations, including local land trusts and fellow watershed councils, as part of this position. As regional partnerships mature, supervision for this position could transfer to other partner organizations.

### Duties and Responsibilities

#### *Primary Duties*

- Schedule, oversee, and track contractors performing all facets of planting and vegetation maintenance and stewardship.
- Coordinate and schedule site visits and restoration activities with private and public landowners.
- Install native plants including bareroot and containerized trees and shrubs as well as cuttings, plugs, and seed.
- Maintain plantings to ensure survival using power tools (chainsaw, brush cutter, mowers, ATV, etc.), irrigation equipment, and herbicide.
- Survey for and treat Early Detection/Rapid Response weeds using manual, mechanical, and chemical techniques.
- Document restoration treatments using GPS, GIS, and database software.
- Assess efficacy of restoration treatments and provide recommendations to restoration staff.

- Create maps for landowners and contractors using GPS and GIS.
- Manage annual photopoint monitoring of habitat restoration projects.
- Monitor protected properties for compliance with conservation easement conditions.

### *Secondary Duties*

- Assist restoration staff with the following –
  - botanical monitoring at wetland and prairie restoration sites
  - grant reporting and grant writing
  - restoration project planning and design
  - aquatic restoration and monitoring project implementation
  - water quality monitoring, including continuing temperature probe maintenance, and cutthroat trout PIT tag array station maintenance
- Occasionally attend staff, partnership, board, and public meetings on nights or weekends.
- Lead volunteer planting and stewardship events with student and community service groups.
- Other duties as assigned.

### **Qualifications**

- At least 2 years of experience with, and a strong working knowledge of, the following –
  - techniques used to implement and maintain floodplain reforestation projects, including planting and operating power equipment
  - ability to identify native and non-native trees, shrubs, forbs, and graminoids
  - contractor oversight and work inspection
  - botanical monitoring, including data collection and management
- Experience nurturing successful relationships with private landowners and strong respect for a diversity of viewpoints and opinions.
- Experience working with a wide variety of partners, including staff from government agencies, nonprofit organizations, and contractors.
- Possession of, or willingness to acquire, commercial Pesticide Applicator's License to be used for treatment of invasive weeds.
- Professional skills including work planning, time management, and organization.
- Ability to work effectively both independently and with LTWC staff.
- Excellent verbal and written communication skills.
- Proficiency with Microsoft Office.
- Working knowledge of field data collection using GPS, and ESRI ArcGIS software.
- Bachelor's degree or higher strongly preferred in one of the following or a related field: ecology, environmental science, forestry, botany, biology.

### **Job Environment**

Work will take place at the LTWC office in Eugene and throughout our service area. Duties combine both indoor and outdoor tasks and require the ability to work long hours in the field, lift up to 50 pounds, walk on uneven terrain, and spend an entire day performing repetitious work outdoors in inclement weather. A valid Oregon driver's license and the use of a vehicle at any time for transportation to project and meeting sites are both required. Mileage is reimbursed at the State of Oregon rate. Some weekend and evening work required.

### **Remuneration**

This is a salaried, full-time exempt position. Full-time is considered 40 hours per week. Compensation ranges from \$27,040 – \$31,200/year (DOE) and includes health, retirement, and paid time off benefits.