

Center for Natural Lands Management

Riparian Restoration Specialist

Reports to: Thurston County Program Manager
Location: Olympia, Washington
Position: Full-time seasonal, Non-Exempt, Hourly
20 months (May 2016 thru December 2017)
Pay: \$16 - \$19 DOE
Application Deadline: Open until filled



The Center for Natural Lands Management (CNLM) is a nonprofit, 501(c)(3), organization, created in 1990, whose mission is the perpetual stewardship of lands that are natural open areas, sensitive species and their resident ecosystems. Current operations are in California and Washington.

Currently, seventy-five preserves, encompassing over 50,000 acres throughout California, are under the management of the Center, with new preserves added regularly. The preserves vary in size from three to thousands of acres and are managed under direct ownership, conservation easements, or management contracts.

In the State of Washington, CNLM's South Puget Sound Program focuses on conservation of one of the rarest ecosystems in the United States, the prairie and oak woodlands of Cascadia, especially those lands and habitats within the South Sound Region. In that Region, the Program aims to protect, restore habitats, and support recovery of rare species that are candidates for federal listing.

POSITION DESCRIPTION:

The South Puget Sound Program – Riparian Restoration Specialist (Specialist) will work with a team in the maintenance and restoration of riparian watersheds in the Chehalis basin- focused on invasive removal and native plantings. This position will have a range of restoration responsibilities in support of the program's regional conservation goals. The Specialist will also take a lead position in various project areas, including team development, objectives, grant writing, and on-the-ground project implementation and monitoring. Duties may include; developing program goals and funding sources, assisting in hiring seasonal teams to accomplish actions, monitoring and control of pest plants, and establishing and monitoring native plantings. The Specialist will instruct other members of the restoration team in their specialty area. The Specialist will also work with project leaders and partners to help plan and assist in leading the implementation of tasks in their specialty. The position entails strenuous physical activity, using watercraft safely and effectively, long days, and herbicide familiarity and safe use. The Specialist's responsibilities include:

This position entails a high-level of responsibility and interpersonal skills, sound work ethic, and positive attitude during long field days. Development of positive and effective relationships with volunteers and partners is critical. The Specialist must also be able to work independently, completing substantial tasks without direct supervision, and through the supervision of project managers and conservation partners, including state agency personnel, such as the WA Dept. of Natural Resources or WA Dept. of Fish and Wildlife. The South Sound Prairie Program is science-based and the Specialist will be required to document, report and share all data pertinent to the operations on a regular basis.

RESPONSIBILITIES:

- Plan, implement and coordinate projects. Manage logistics, crewmembers and personally conduct management actions.
- Communicate successes and lessons learned to partners, CNLM staff and the public through written reports, presentations and other methods. Suitable results should also be communicated to the scientific community through published reports or other appropriate means.
- Work with personnel, equipment and other resources to successfully complete riparian restoration projects
- Develop, implement and maintain a databases that will inform management planning, communicate accomplishments and facilitate efficient and effective field work. This requires proficiency with ArcMap software and database management.
- Operate power equipment such as tractor with rotary brush cutter, motor boats, chain saws, hand-operated gas-powered brush cutters and other heavy and light equipment
- Conduct routine maintenance of all equipment used in implementing duties
- Maintain state-of-the-art knowledge of the riparian restoration techniques utilized by the restoration team and communicate the correct and safe implementation of these techniques to other crewmembers, partners and volunteers
- Be the primary resource for the restoration team concerning information and implementation within their specialty, lead team and crewmembers on projects and tasks related to their specialty, produce concise and informative reports on the projects and tasks that are lead by the Specialist
- May develop and manage project operations, budgets and prepare progress and final project reports
- Assist with other natural resource management operations as requested including tree planting, herbicide application and controlled burning activities and obtain appropriate Washington State pesticide license
- Other duties as assigned

REQUIREMENTS:

- BA/BS degree in science-related field and one to two years related experience in custodial and ecological land management or equivalent combination of education and experience
- Experience working with or knowledge of natural systems; ability to recognize plant and animal species as required to complete preserve management activities. Knowledge of ecological land management principles.

- Ability to operate various types of equipment in a safe and efficient manner (e.g.; motor boat, chainsaw, tractor, two-way radio, etc)
- Ability to follow instructions from colleagues
- Ability to manage time and diverse activities under deadlines while delivering quality results
- Ability to perform physical work, sometimes under adverse conditions or in inclement weather
- Obtain related licenses or certifications such as first aid, CPR, herbicide application, driver's license, Firefighter Type II qualification.
- Working knowledge of common software applications (e.g.; Word, Excel, Web browsers) and familiarity with ArcMap GIS and other database systems.

WORKING CONDITIONS

- Regularly works in natural areas and at native plant nurseries and seed production fields. Hikes across, and conducts work within, native habitats and uneven ground.
- Regularly sits or stands at a desk or computer workstation.
- Regularly required to operate a CNLM vehicle.
- Frequently works alone.
- Responsible for some evening and weekends including travel.
- Uses or supervises the use of pesticides and or other chemical substances.
- Uses or supervises the use of powered equipment such as weed trimmers and chain saws.
- Familiarity with watercraft and operating boats and kayaks.
- Regularly works around wildland fires
- Uses hand tools and operates nursery equipment.
- Regularly lifts, positions, or otherwise moves objects weighing up to 50 pounds.

CNLM is an Equal Opportunity employer. Personnel are chosen on the basis of ability without regard to race, color, religion, sex, national origin, disability, marital status or sexual orientation, in accordance with federal and state law.

The above statements are intended to describe the general nature of the work being performed by people assigned to this work. This is not an exhaustive list of all duties and responsibilities. CNLM management reserves the right to amend and change responsibilities to meet business and organizational needs as necessary.

This position description does not constitute an employment agreement between the CNLM and the employee and is subject to change by CNLM as the needs of the CNLM and requirements of the job change.

TO APPLY: Qualified applicants must provide a detailed letter of interest, current résumé, and three professional references (names, affiliations, and contact information only). All applications will be acknowledged.

Email these materials to: careers-rrs@cnlm.org

If email is not possible, the application can be mailed to:

Center for Natural Lands Management
Attention: Human Resources
27258 Via Industria, Suite B
Temecula, CA 92590