



Whitman Conservation District  
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Colfax, WA 99111

### Conservation Technician Crew Lead

The Whitman Conservation District (WCD) is a political subdivision (not a state agency) of the State of Washington. A five-member Board of Supervisors directs the staff to develop and implement natural resource conservation programs on private and public lands. The majority of the District programs are funded through grants. Because of this, employees must meet the skill and knowledge requirements associated with constantly changing roles, shifting priorities and multi task projects. The Board and staff believe that a team approach is essential to the success of the District.

#### **Job Description:**

The Conservation Technician Crew Lead is responsible for overseeing and coordinating a crew of technicians in completing various riparian restoration tasks. This position requires expertise in mechanical and chemical weed control, planting native trees and shrubs, harvesting and preparing plant materials, and installing wood/post structures in streams. The Crew Lead will work closely with the conservation project planner to determine fieldwork needs and develop a weekly schedule of work. Additionally, they will independently manage and track hours, equipment, travel, inventory, and other logistical aspects of the crew's operations. Serving as an integral member of a team of conservation professionals working primarily in the field. The successful candidate will become a member of the District's team of natural resource conservation professionals working together to enhance and protect natural resources within the District.

The Successful applicant must be a team player who values building partnerships and a non-regulatory approach to natural resource conservation activities, including a proven commitment to agriculture and land stewardship. The District desires someone with the demonstrated ability to be an advocate for natural resource conservation through conservation planning with demonstrated ability to work effectively with diverse groups and individuals. The candidate must have strong project management skills; field and data management skills; the ability to work independently and as part of a team; and the ability to clearly communicate with District staff and with project partners. The position will help plan, organize, and coordinate crew members, complete fieldwork, and assist other staff in carrying out miscellaneous grant or contract-related tasks as part of the district's goals.

#### **Essential Job Functions:**

- Assists Conservation Project Planner in planning, organizing and carrying out conservation projects on private and public land.
- Lead crews in planting native riparian trees and shrubs at restoration projects on private and public lands
- Assists with coordination and supervision of Volunteers.
- Maintenance/irrigation of native riparian tree and shrub plantings
- Mechanical/chemical treatment of invasive plant species
- Installation of woody hand-built in-stream restoration structures such as beaver dam analogues or post assisted log structures or Installation of livestock exclusion fences
- Collection of field data on plant survival, invasive plant treatment effectiveness, and in-stream restoration effectiveness

- Performs other duties as required.

**Minimum qualifications for position:**

- A Bachelor of Science degree (BS/BA) in Natural Resources, Environmental Science or related field; OR a technical degree (AS/AA) and 1-year related experience; OR 3 years of related experience.
- Six (6) months of previous experience working as a field crew member.
- Experience with Microsoft Office Suite (Word, Excel, PowerPoint, etc.) and Arc-Gis.
- Experience mechanically or chemically controlling invasive weeds.
- Experience in operation and maintenance of field tools (i.e. chain saws, brush cutters, power tools).
- Be willing to take direction, work as part of a team, and function cooperatively with other agencies, organizations and groups involved in watershed activities.
- Must be physically capable of carrying equipment over steep and rough terrain. Must be willing to work in inclement weather conditions.
- Washington Herbicide Applicators license, or ability to obtain within the first month of hire.
- Must hold a valid driver's license.

**Desirable knowledge and abilities:**

- Be able to communicate effectively with staff, other agency personnel, the public, and diverse landowner populations.
- Be experienced in supervising volunteer and/or work crews.
- A good understanding of Whitman Conservation District watersheds, current land use practices, and the resource management issues and challenges facing our area.
- Be knowledgeable of and experienced in water resources, agricultural practices livestock practices and water quality monitoring protocol.
- Be able to work independently, adapt to District needs as they arise, and develop innovative projects and creative solutions to problems.

**Work Conditions:**

Work may be performed in an office setting or in the field with site visits, training, local and out-of-town travel and occasional extended hours expected. Incidental personal vehicle use will be expected and reimbursed at the current WA State mileage travel rate. This position is labor intensive, multi-faceted, and requires a high level of motivation, versatility, and ability to work independently. The position requires both indoor and outdoor work. Outdoor work includes hiking, wading in streams, carrying equipment, and physical labor such as planting trees and removing weeds. Outdoor work will occur in inclement weather conditions.

**Supervision:**

This position reports to the District Manager and may receive direction from other WCD employees for specific projects.

**Work schedule and status:**

This is a full-time position (averaging 40 hours per week). The District workday schedule is Monday through Friday, 7:00 AM – 3:00 PM. Some weekends and nights are required. This position is classified as Non-exempt under the Fair Labor Standards Act (FLSA).

**Compensation:**

The hourly salary is \$18.00-\$25.00/hour depending on experience. Benefits are paid vacation/holidays/sick leave. Medical is through the Washington State Health Care Authority (HCA) and Retirement option is with

Washington State Deferred Compensation. Full benefits are available after a successful 6-month probationary period.

Applications are available on our website, please include a cover letter and resume to the WCD District Manager Josh Larsen at [jlarsen@whitmancd.org](mailto:jlarsen@whitmancd.org). Positions will be open until filled and will be reviewed on a rolling basis.