

Restoration Ecologist – Community Programs Team

Salary Range: \$46,500 – \$66,500, Full Time Equivalent

Job Classification: Limited Duration

Minimum Hours Required: 32 Hours Per Week

Supervisor: Community Programs Director

OVERVIEW

The Estuary Partnership has a well-established education and volunteer program. The education program reaches approximately 5,000 students per year, providing each student with an average of seven hours of instruction in communities from Astoria to Washougal. The community program also engages hundreds of volunteers each year. A large portion of this education and community engagement entails riparian planting projects along lower Columbia River tributaries. Over 20-acres have been planted or are in process with new planting projects in various stages of development.

POSITION SUMMARY

This position is part of a team that implements components of the Estuary Partnership Comprehensive Conservation Management Plan, biennial workplans, and six-year implementation strategies for community engagement and information.

This position coordinates the education team's riparian restoration activities in the lower river and implements elements of the education program to meet the Estuary Partnership's ecosystem planting, education, and community engagement goals. Employees in this position work with a fair degree of independence and maintain regular communication with their supervisor, members of the education team and members of the science team.

All Estuary Partnership employees build and strengthen partnerships and foster collaboration with a variety of viewpoints and diverse interests to serve all communities and give people parity and equal engagement with and in the protection of natural resources.

This position is based in the Estuary Partnership office with remote work opportunities, and work that regularly takes place in a field setting that requires regular travel throughout the Estuary Partnership study area. It requires occasional early morning starts and weekend work during the planting season. Field work occurs primarily in riparian areas along the lower Columbia River and tributaries, in various weather conditions, and includes navigating difficult terrain on foot, carrying field gear to revegetation sites, and working with students and the public on planting projects. Training, including safety training and wilderness first aid training are provided by the Estuary Partnership.

REQUIRED EXPERIENCE AND KNOWLEDGE

- Three years' experience identifying, developing, designing, and implementing habitat restoration projects, most specifically riparian revegetation projects to create shade to lower water temperatures and provide habitat for threatened and endangered fish. Experience working with landowners (primarily public landowners) from initial concept, to landowner outreach and buy-in, to ongoing project communication.
- Experience designing and implementing riparian revegetation projects that depend primarily on students, youth, and volunteers to plant native trees and shrubs. Experience working in the field with students and volunteers.
- Experience planning and implementing riparian revegetation projects of various size, budget, deliverable requirements, and deadlines with multiple partners simultaneously
- Experience with pre-project baseline data collection, basic permitting, planting plan development, post-project monitoring (plant survival, photo point monitoring), and project permitting is desired.
- Experience working with and providing direction to vegetation management contractors on site prep and site maintenance activities. Experience developing work orders, scopes of work, and budgets, and assessing treatment effectiveness.

- Experience identifying and working with community goals and landowner needs and federal, state, local and tribal processes. Experience working collaboratively
- Strong written and verbal communication skills.
- A degree or course work in a related field can be included as experience.

ESSENTIAL DUTIES

- Complete assigned work, implement tasks in annual workplan and meet deadlines, adhere to organization policies and procedures, and respond to feedback from supervisor.
- Communicate regularly with supervisor on development and delivery of programs.
- Consult maps, research, contacts, and other resources to identify potential habitat restoration and riparian revegetation sites. Foster landowner, community, regulatory, and agency support for restoration and riparian revegetation projects. Work with partners and funding agencies to identify potential projects, project goals, and restoration and planting plans. Assess sites, identify potential, develop planting plans, and consult additional expertise when necessary to identify site-specific restoration and planting plans.
- Develop project permitting language and help submit any necessary project permits.
- Identify potential funding opportunities and provide information to supervisor. Draft components of grant applications, develop scopes of work, project reports, and other documents, and provide cost estimates for budget development. Communicate with supervisor as grant proposals are developed to ensure internal processes are followed and deadlines met for timely and complete submission.
- Develop and coordinate multiple projects and contracts with vegetation management contractors, including scopes of work, work orders, and project and contract implementation. Ensure compliance with the contract terms, organization policies and procedures, applicable laws and rules, permit requirements, and specified protocols.
- Write project reports and updates, technical documents, disseminate program or project information, and make presentations on project or program information.

RELATED DUTIES

- Keep current on scientific literature related to estuaries, monitoring, restoration, riparian revegetation and conservation, biology, and other natural resource management tools to keep programming relevant.
- Identify barriers for underserved community members and programming to help remove barriers.
- Coordinate with partners such as federal and state agencies, counties, cities, diking districts, watershed councils, consultants, contractors, restoration practitioners, landowners, and others involved in the lower Columbia River to create projects and enhance regional collaboration and advance regional habitat protection.
- Participate in all-staff meetings.
- Participate in team meetings to discuss and advance program objectives, enhance collaboration, and identify resource needs required to complete projects.
- Represent the Estuary Partnership at meetings, conferences, and workshops and in other public settings. Participate in occasional regional work groups, meetings, and conferences, such as Lower Columbia Fish Recovery Board and Oregon Watershed Enhancement Board.
- Other related duties as assigned.

ORGANIZATION STANDARDS OF PERFORMANCE

- Place the river and public trust at the forefront. Support and promote the mission and work of the Estuary Partnership. Be familiar with the activities of all Estuary Partnership program areas, the lower Columbia River and the National Estuary Program, natural resource protection, and community programming.
- Include diverse and underserved communities, such as communities of color, Indigenous people, and low-income communities, to improve racial, gender, and cultural responsiveness when working with colleagues and partners and in carrying out job duties and responsibilities.
- Cultivate a positive work ethic and inclusive work environment. Exhibit a positive attitude and high level of professionalism. Support Estuary Partnership employees, Board members, volunteers, and partners.
- Provide exceptional service, internally and externally. Adapt and continually improve.
- Attend work regularly and on-time.