Principal Restoration Ecologist

Salary Range: $75,000 – $98,000, Full Time Equivalent

Job Classification: Regular, Exempt

**Benefits:** Competitive Benefits Package Offered

Minimum Hours: 32 Hours Per Week

Supervisor: Chief Scientist

**Location:** Hybrid remote and in person Portland, Oregon. Regular travel and on-location fieldwork required for this position.

POSITION SUMMARY

This position identifies, develops, and implements on-the-ground habitat restoration projects and provides technical assistance to partners to implement and assess success of habitat restoration actions to meet the Estuary Partnership’s ecosystem restoration program goals. Employees in this position work with a high degree of independence and maintain regular communication with their supervisor and members of the science team.

This position is based in the Estuary Partnership with work regularly taking place in a field setting that requires regular travel throughout the study area. It requires occasional early morning starts and some weekend availability (Saturday). Field work occurs in wetlands or on the river, in various weather conditions, and includes navigating difficult terrain on foot and carrying field gear to monitoring sites. Training, including safety training and wilderness first aid training, are provided by the Estuary Partnership.

REQUIRED EXPERIENCE AND KNOWLEDGE

* Five or more years of professional experience identifying, developing, designing, and implementing habitat restoration projects. A master’s degree or graduate coursework in a related field can be included as experience. A Bachelor’s degree in a related field is required.
* Understanding of and working familiarity with restoring riverine, wetland, and floodplain habitats, specifically tidal reconnections and fish passage improvements.
* Understanding of and working familiarity with species recovery, natural resource or watershed management in one of the following fields: hydrology, marine sciences, fisheries, or habitat conservation.
* Demonstrated ability and experience developing and managing multiple projects with various size budgets, deliverables, and deadlines with multiple partners.
* Demonstrated experience with compiling and advertising competitive bid packages for construction of restoration projects.
* Demonstrated ability and experience managing habitat restoration contractors and overseeing on-site construction.
* Demonstrated ability and experience working with technical contractors, including engineers, geotechnical engineers, landscape architects, and hydrodynamic modelers and obtaining deliverables on time and within budget.
* Demonstrated ability and experience securing regulatory permits for restoration projects, including identifying environmental compliance requirements early in the project development process, writing permit applications, and responding to comments or concerns with project designs.
* Demonstrated experience Interpreting and commenting on engineering design and construction sequencing plans and estimates.
* Demonstrated ability and experience performing ecological, biological, and physical assessments, collecting field data, and working with stakeholders to prioritize restoration alternatives.
* Demonstrated ability and experience working with community goals and landowner needs and federal, state, local and tribal processes.
* Demonstrated ability and commitment to working collaboratively.
* Strong written and verbal communication skills.
* Demonstrated use of personal and organizational practices that promote an equitable work environment.

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.
* Complete a variety of work assignments in a field setting including work in support of restoration projects and field data collection.
* Communicate regularly with supervisor on development and delivery of programs.
* Foster landowner, community, regulatory, and agency support for restoration projects and programs. Work with partners, including municipalities, conservation organizations, diking districts, soil and water conservation districts, contractors, and funding agencies to identify potential projects.
* Analyze historical aerial photography, land cover data, and estuary research to identify potential habitat restoration sites. Apply numerical and analytical approaches to evaluate ecological complexity, restoration potential, and site-specific restoration alternatives.
* Manage restoration project permitting with various government agencies.
* Coordinate with partners to secure baseline data, develop project goals, develop restoration alternatives, select a preferred alternative, secure engineering designs and necessary permits, and identify and ensure adequate pre- and post-site field data collection, including data for engineering designs.
* Develop and manage multiple projects and contracts, including scopes of work, bid packages, and requests for proposals, and oversee project and contract implementation. Ensure compliance with the contract terms, organization policies and procedures, applicable laws and rules, permit requirements, and specified monitoring protocols.
* Identify potential funding opportunities and provide information to supervisor and other Restoration Team members. Communicate with supervisor as grant proposals are developed to ensure internal processes are followed and deadlines met for timely and complete submission. Draft components of grant applications; develop scopes of work, project reports, and other documents; and provide cost estimates for budget development.
* Write project reports and updates, technical documents, disseminate program or project information, and make presentations on project or program information.
* Work with a high level of independence on highly technical or complex restoration projects and updating supervisors as necessary.
* Demonstrate advanced skills in an area of relevance to the Estuary Partnership and serve as a source of expertise and resource for the team and organization. The Principal Restoration Ecologist should be willing to provide training and mentorship to other members of the organization and the Science Team, as well as our partners, on a regular and on-going basis.

RELATED DUTIES

* Participate in regional discussions on restoration efforts, ensuring coordination and best available science in restoration activities including climate adaptation and mitigation, invasive species, restoration action effectiveness, and activities related to salmonid and other species recovery efforts.
* Keep current on scientific literature related to estuaries, monitoring, restoration, conservation, biology, and other natural resource management tools to keep programming relevant.
* Implement actions within our Strategic Plan and DEI Strategy to identify and remove barriers for underserved communities in our programming.
* Coordinate with restoration and fish and wildlife partners. Build relationships with the USACE, BPA, NOAA, diking districts, watershed councils, consultants, contractors, restoration practitioners, landowners, and others involved in the lower Columbia River to enhance regional collaboration and advance regional habitat protection.
* Participate in team meetings to discuss and advance program objectives, enhance collaboration, and identify resource needs required to complete projects.
* Participate in the Science Work Group.
* Represent the Estuary Partnership at meetings, conferences, and workshops and in other public settings. Participate in 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

* 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. 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.
* Implement actions within our Strategic Plan and DEI Strategy to identify and remove barriers for underserved communities in our 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.