

Restoration Ecologist

Duration & Time Commitment: August 2019 – August 2021

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

Job Classification: Limited Duration, Exempt

Minimum Hours Required: 40 Hours Per Week

Supervisor: Chief Scientist

OVERVIEW

The Estuary Partnership has well-established technical programs including ecosystem monitoring and restoration; data management; water quality improvement; and technical assistance. The Science Team coordinates and implements regional restoration and monitoring activities; facilitates information exchange among partners; identifies regional information and resource needs; and leads efforts to fill these gaps. Since 2000, the Estuary Partnership and its partners have completed over 200 actions representing 22,685 acres restored or protected.

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 technical programs, including restoration, monitoring, and data collection, analysis and management.

This position coordinates restoration and protection activities in the lower river and implements elements of the habitat restoration program to meet the Estuary Partnership's ecosystem restoration program goals. Employees in this position work with a fair degree of independence and maintain regular communication with their supervisor 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 with work regularly taking place in a field setting that requires regular travel throughout the Estuary Partnership 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

- Three years of experience identifying, developing, designing, and implementing on-the-ground habitat restoration projects, particularly for threatened and endangered fish from initial concept to permitting to post project monitoring. A degree or course work in a related field can be included as experience.
- Understanding of and working familiarity with riverine or habitat restoration, natural resource or watershed management in one of the following fields: hydrology, engineering, marine sciences, biology, or habitat conservation.
- Planning and managing multiple complex projects with various size budgets, deliverables, and deadlines with multiple partners.
- Performing ecological, biological, and physical assessments, collecting field data, and prioritizing restoration activities.
- Working with community goals and landowner needs and federal, state, local and tribal processes.
- Working collaboratively.
- Strong written and verbal communication skills.

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.
- 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 historic aerial photography, land cover data, and estuary research to identify potential habitat restoration sites. Assist in collecting and analyzing data to evaluate ecological complexity, restoration potential, and site-specific restoration alternatives.

- Manage restoration project permitting with various government agencies.
- Maintain diverse expertise in project evaluation committee representation and best-available-science project selection criteria to meet objectives of multiple fish and wildlife agencies.
- Identify potential funding opportunities, provide information to supervisor and the Community Relations Manager. Draft components of grant applications, develop scopes of work, project reports, and other documents, and provide cost estimates for supervisor and Executive Director budget development. Communicate with supervisor and Community Relations Managers as grant proposals are developed to ensure internal processes are followed and deadlines met for timely and complete submission.
- 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 request 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.
- Write project reports and updates, technical documents, disseminate program or project information, and make presentations on project or program information.

COMPLEMENTARY DUTIES

- Keep current on scientific literature related to estuaries, monitoring, restoration, 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 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 all-staff meetings.
- 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

- 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 populations 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 team 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.