

Principal Restoration Ecologist

Salary Range: \$56,500 – \$79,500, Full Time Equivalent

Job Classification: Regular, Exempt

Minimum Hours Required: 36 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.

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 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.

Employees in this position have regular contact with all Estuary Partnership staff, staff from other agencies and organizations, multiple regional partners, contractors, technical experts, vendors, land owners, and community members.

Work Environment. 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. 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 sites. (Training, including safety and wilderness first aid training, are provided by the Estuary Partnership.)

REQUIRED EXPERIENCE AND KNOWLEDGE

- Five years of work identifying, developing, designing, and implementing habitat restoration projects.

- Understanding of 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, hydrology, marine sciences, and habitat conservation.
- Developing and managing multiple projects with various size budgets, deliverables, and deadlines with multiple partners.
- Compiling and advertising competitive bid packages for construction of restoration projects.
- Managing habitat restoration contractors and overseeing on-site construction.
- Working with technical contractors, including engineers, geotechs, landscape architects, and hydrodynamic modelers and obtaining deliverables on time and within budget.
- Securing regulatory permits for restoration projects, including identifying environmental compliance requirements early on in the project development process, writing permit applications, and responding to comments or concerns with project designs.
- Interpreting and commenting on engineering design and construction sequencing plans and estimates.
- Performing ecological, biological, and physical assessments, collecting field data, and working with stakeholders to prioritize restoration alternatives.
- Working to meet community goals and landowner needs and within 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 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 the Community Relations Manager. 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. 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.

- Write project reports and updates, technical documents, disseminate program or project information, and make presentations on project or program information.
- 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.

ADDITIONAL DUTIES

- Keep current on scientific literature related to estuaries, monitoring, restoration, conservation, biology, and other natural resource management tools to keep programming relevant.
- Identify barriers for underserved community members and programming to help remove barriers.
- 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.
- 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.
- 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.

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.
- 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.
- Include diverse populations and underserved communities, including communities of color 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.