



Job Description Watershed Restoration Specialist

Posted: January 4, 2021

Applications Due: February 3, 2021

Location: Office located in Springfield, Oregon (office work is remote during COVID); fieldwork focuses on the McKenzie River Sub-basin (fieldwork is ongoing during COVID)

Status: Salaried, exempt position (1.0 FTE, 40 hours/week)

Pay: \$34,000 - \$37,000/year

Benefits: Health insurance (medical and dental), paid time off, and SIMPLE IRA retirement plan

Desired start date: March 15, 2021 (flexible based on availability)

McKenzie Watershed Alliance

The McKenzie Watershed Alliance is the fiscal sponsor of the **McKenzie Watershed Council**. The Alliance is the employer of record for staff. The Council works collaboratively with communities, landowners, public agencies, and non-profit organizations to develop and carry out voluntary watershed protection, restoration, enhancement, education, and community engagement activities. Council Partners include watershed residents, local governments, public agencies, private industry, utilities, and interest groups.

Diversity, Equity, and Inclusion

The Alliance recognizes the reality of modern-day systemic racism that has maintained disparities that limit opportunities for groups of people based on race, culture, and other characteristics. We recognize that our current programs, partnerships, and funding priorities are constructs of the society in which they were developed and reflect elements of power and privilege. With this understanding, we believe that an organizational commitment to diversity, equity, and inclusion (DEI) is essential to the success of the Alliance and the development of a more resilient watershed and community. Organizational success toward this goal is rooted in the theory of change that begins with personal understanding and commitment.

Position Description

The Alliance seeks an interdisciplinary, skilled, dynamic individual to join our team as a Restoration Specialist. This position will work collaboratively with current staff, private landowners, public land managers, Tribes, agencies, and nonprofits. Primary duties will include project management, design, community engagement, and fundraising to support habitat restoration projects that restore ecological processes and function within the McKenzie River Sub-basin. The position will initially focus on riparian and in-stream restoration projects and assist with wildfire recovery efforts on private lands impacted by the Holiday Farm Fire. The position will work directly with the Project Manager and be supervised by the Executive Director.

Duties and Responsibilities

The Restoration Specialist will assist with aspects of the habitat restoration program including:

Project Management

- Coordination and scheduling of projects in cooperation with local partners
- Project oversight, including ensuring adherence to designs, permits, timeline, and contracts
- Grant and project budget management
- Acquisition of project permits
- Contracting processes including RFPs, bid review, and contract preparation
- Project monitoring and reporting

Project Design

- Planning and development of restoration actions in cooperation with local partners
- Completion of field surveys to understand and document site conditions
- Use ArcGIS and other mapping and design tools to develop conceptual designs

Fundraising

- Preparation and review of grant proposals
- Development and review of project budgets
- Research and identification of funding opportunities

Community Engagement

- Public outreach to promote and raise awareness of habitat restoration projects
- Development of inclusive community engagement strategy for habitat restoration projects
- Implementation of tours, presentations, and site visits

Position Requirements

- Previous professional training or experience in diversity, equity, and inclusion (DEI)
- Previous work history, lived experience, or educational background that demonstrates an interdisciplinary understanding of hydrology, forestry, and applied ecology, including:
 - ability to observe the landscape and document conditions and processes
 - ability to develop and implement habitat restoration projects that restore ecological processes and function, with a particular focus on in-stream and floodplain reconnection and riparian ecosystems
 - ability to incorporate social perspectives into restoration work
- Excellent written and verbal communication skills
- Interpersonal skills, including a personal commitment and demonstrated ability to work with people from diverse backgrounds and perspectives in an inclusive and cooperative fashion
- Position requires sitting, typing, standing, and carrying up to 40 pounds. Comfort in conducting fieldwork, often in remote areas, including walking over uneven terrain and on steep slopes, wading through swift streams, and working in inclement weather. Travel on gravel roads is expected
- Familiarity with programs such as Microsoft Office Suite, Zoom, Avenza, and Dropbox.
- ArcGIS experience
- Valid driver's license and reliable personal transportation (work-related travel reimbursed)
- Willingness to have a flexible work schedule

Key Attributes of a Successful Candidate

- Exhibits a personal and professional commitment to diversity, equity, and inclusion
- Values building and maintaining authentic relationships with community members and partners
- Excellent organization and communication skills
- Familiarity with the McKenzie Sub-basin and/or enthusiasm for learning local natural and cultural history, values science, and Indigenous knowledge
- A willingness and desire to learn new skills
- Wilderness First Aid certification or similar outdoor safety awareness

To apply

- Please submit a cover letter, resume, and three references as a single PDF file via email to jared@mckenziawc.org
- In your cover letter, please describe lived, professional, or educational experience in ecological restoration and community engagement as well as your experience advancing diversity, equity, and inclusion. Please limit the cover letter to two pages.
- Resume should include relevant education, degree(s), training, work, and lived experience. Please include the duration of previous relevant work experience and clearly define your role. Please limit the resume to two pages.
- The total application package should not exceed five pages.
- All emails - both application submittals and questions regarding the position should have: "Watershed Restoration Specialist - applicant last name" in the subject line
- Incomplete or late applications will not be accepted

The McKenzie Watershed Alliance is an equal opportunity employer. We believe that white supremacy culture disproportionately impacts the most marginalized people in society including Black people, Indigenous people, People of Color, people from working-class backgrounds, women, and LGBTQ+ people. We believe that these communities must be centered on the work we do. Hence, we strongly encourage applications from people with these identities or who are members of other marginalized communities.

Questions regarding the position or application process may be submitted to the Alliance Executive Director, Jared Weybright, via email – jared@mckenziawc.org