



Job Description Watershed Restoration Specialist

Posted: November 5, 2021

Applications Due:

- We will accept and review the first round of applications by November 19, 2021.
- We will accept and review the second round of applications by December 3, 2021.

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

Status: Hourly position (1.0 FTE, 40 hours/week), non-exempt

Pay: \$20/hr (\$41,600/year)

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

Desired start date: Immediate, 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 realize that our programs, partnerships, and funding priorities are constructs of the society in which they were developed and reflect elements of 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 Watershed Restoration Specialist. This position will work collaboratively with current staff, private landowners, public land managers, Tribes, agencies, and other non-profit partners. Primary duties include project management, design, community engagement, and fundraising to support projects that restore ecological processes and function within the McKenzie River Sub-basin. The position will focus on wildfire recovery efforts on private lands impacted by the Holiday Farm Fire with a collaborative team organized through the Pure Waters Partners, www.purewaterpartners.org. The Alliance Restoration Program Manager will supervise the position.

Duties and Responsibilities

The Watershed Restoration Specialist job description includes the following:

- 1) 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
 - Contracting processes including RFPs, bid review, and contract preparation
 - Project monitoring and reporting
- 2) Project Design
 - Planning and development of restoration actions in cooperation with local partners
 - Completion of field surveys to understand and document site conditions
 - Use of ArcGIS and other mapping and design tools to develop conceptual designs
- 3) Fundraising
 - Preparation and review of grant proposals
 - Development and review of project budgets
- 4) Community Engagement
 - Public outreach to promote and raise awareness of habitat restoration projects
 - Implementation of tours, presentations, and site visits

Position Requirements

- Previous professional diversity, equity, and inclusion (DEI) training or lived experience
- 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
- The position includes a combination of office and field responsibilities. Specific physical tasks include sitting, typing, standing, carrying up to 40 pounds, comfort in conducting fieldwork, often in remote areas, walking over uneven terrain and steep slopes, wading through streams, working in inclement weather, and driving on gravel roads.
- 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
- *Per Alliance Policy, employment requires proof of vaccination against COVID-19. The Alliance may consider accommodations to this policy due to pre-existing medical conditions or because of a sincerely held religious belief. Accommodations may be granted where they do not cause the Alliance undue hardship or pose a direct threat to the health and safety of others.*

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 enthusiasm for learning local natural and cultural history, values science, and Indigenous knowledge
- A willingness and desire to learn new skills
- Outdoor safety awareness

To Apply

Please submit a) cover letter, b) resume, and c) three references as a single PDF file via email to jared@mckenziawc.org.

- a) 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.
- b) A resume should include relevant education, degree(s), training, work, and lived experience. Please document the duration of previous relevant work experience and clearly define your role. The resume should not exceed two pages.
- c) Please include a single page documenting three references with name, title, email, phone contact information, and a short description of how you know them.

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, 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 members of other marginalized communities.

Direct questions regarding the position or application process to the Alliance Executive Director, Jared Weybright, – jared@mckenziawc.org