



Job Vacancy Announcement:
Habitat and Water Quality Specialist
Long Tom Watershed Council

The Long Tom Watershed Council (LTWC) is seeking applicants for a Habitat and Water Quality Specialist who will support the Council's Working Lands and Habitat and Urban Waters and Wildlife programs. Position duties will include: riparian, wetland, prairie, and oak habitat restoration project implementation; water quality monitoring; and outreach to urban businesses on low-impact development and watershed health in the upper Willamette Basin.

Posted: May 13, 2016
Closing date: Friday, June 3, 2016 5:00 pm
Process: Interviews will likely be conducted June 8-17
Starting Date: Approximately July 1, 2016, dependent on availability of chosen candidate

To Apply:

- Please submit an application via email to apply@longtom.org as a single PDF document. All application materials must be received by 5:00pm on the closing date.
- Late or incomplete applications will not be accepted.
- Please email questions about the position or hiring process to apply@longtom.org.
- All emails - both application submittals and questions regarding the position - must have "Habitat and Water Quality Specialist" in the subject line.**

Please Send:

- Resume** – include your phone & email address in the heading.
- Three professional references** – contact information, including phone number, and how you know them.
- Cover letter** of 2 pages or less, and 12-point font, that includes –
 1. Highlights of your knowledge, skills, and abilities, and cites past experience in describing what you would bring to this position, referencing the position responsibilities.
 2. A description of your experience in habitat restoration, low-impact development, community outreach, and water quality and ecological monitoring.
 3. A description of what approaches and techniques might be needed in working with a diverse watershed community, including rural landowners, public agency partners, restoration contractors, and urban businesses.

Interview Process & Security Clearance

Please note the interview process will likely include a phone interview, an interview with multiple people (LTWC board, partners, and staff members), and a written skills test. Upon hiring, there will be a background clearance check due to LTWC's presence in a partnership office owned by the federal government.

The Long Tom Watershed Council is an equal opportunity employer. All qualified applicants will be considered for this position without regard to race, religion, color, sex, national origin, or sexual orientation.

Long Tom Watershed Council - Position Description

Habitat and Water Quality Specialist

Background

LTWC is a nonprofit organization serving the Long Tom River Watershed area in Lane and Benton Counties. LTWC was formed in 1998 in response to a call for local voluntary restoration action as part of the Oregon Plan for Salmon and Watersheds, and has flourished ever since. Our mission is to improve water quality and watershed condition in the Long Tom River basin and surrounding drainages through education, coordination, consultation, and cooperation among all interests, using the collective wisdom and voluntary action of our community members. LTWC is guided by a diverse Board of Directors and has numerous active board and non-board committees, Council members, and volunteers. LTWC currently has seven paid staff. A [conservation strategy](#) guides our work along with strong, local collaboration with [Rivers to Ridges](#) partners. LTWC is grant funded from public and private sources on a merit and competitive basis, with an annual budget over \$1 million. Please check out our [website](#) to learn more.

General Description

The Habitat and Water Quality Specialist will work closely with LTWC staff and numerous community partners, landowners, and contractors. The position will team with both the Council's [Working Lands and Habitat Program](#) and [Urban Waters and Wildlife Program](#). For the Working Lands and Habitat Program, duties will focus on the implementation, stewardship, and monitoring of habitat restoration projects. LTWC is engaged in restoring and stewarding 300 acres of riparian forest and forested wetland habitat, and nearly 1,000 acres of oak and prairie habitat with private and public landowners in the Long Tom Watershed and LTWC's expanded Willamette Service Area. The Habitat and Water Quality Specialist will engage and oversee contractors implementing floodplain reforestation, oak and prairie habitat enhancement, and invasive, non-native weed control. They will assess restoration projects, help design and plan future projects, and assist with botanical, water quality, and project effectiveness monitoring.

For the Urban Waters and Wildlife Program, the Specialist will lead water quality monitoring in Amazon Creek, initiate outreach to businesses for involvement in the Trout Friendly Landscape Program, and will perform maintenance checks on existing low impact development facilities that have already been installed as a part of this program. The Specialist will also assist with community outreach to increase awareness about LTWC's programs and watershed health. Depending on the candidate's skills and interests, the position could include outreach to the Latino community about water quality and its importance to human and watershed health.

All duties will include communication with numerous partners, including private land and business owners, partner organizations, and contractors. Because of the seasonal timing of planting and stewardship activities, and water quality and plant community monitoring, work could sometimes occur on weekends, early mornings, and evenings.

Duties and Responsibilities

Primary Duties (75%)

- Schedule, oversee, and track contractors carrying out riparian planting, oak and prairie enhancement, and follow-up stewardship actions.
- Coordinate and schedule site visits and restoration activities with private and public landowners.
- Assess efficacy and carry out photopoint monitoring of existing habitat restoration and low-impact development projects and provide management recommendations to other LTWC staff.

- Reach out to businesses in Eugene and Springfield about LTWC's Trout Friendly Landscape Program, Salmon Safe Certification
- Survey for and treat Early Detection/Rapid Response non-native, invasive weeds using a variety of techniques.
- Lead volunteer planting and project stewardship events.
- Document restoration treatments and create maps using GPS, ArcGIS, and database software.
- Collect water quality samples from Amazon Creek and its tributaries, and work with the Council's Pesticide Stewardship Partnership to share data and discuss best management practices with stakeholders.
- Outreach to Latino community for bilingual educational opportunities (if successful candidate has Spanish-speaking capability)

Secondary Duties (25%)

- Install and maintain native trees, shrubs, forbs, and graminoids using a variety of techniques.
- Lead monitoring efforts in three Model Sub-watersheds within the Long Tom Watershed, including managing 27 continuous water temperature probes.
- Represent LTWC at community events, including our Taste the Watershed events at local restaurants, breweries, and wineries.
- Assist with botanical monitoring at wetland and prairie restoration sites.
- Assist with grant reporting, grant writing, and restoration project planning and design.
- Attend staff, partnership, board, and public meetings (occasionally on nights or weekends).
- Administrative duties including filling out timesheets, travel logs, processing invoices and receipts, and others.
- Other duties as assigned.

Knowledge, Skills, and Experience

The ideal candidate will have experience with, and have a strong working knowledge of several or all of the following skills:

- Techniques used to implement and maintain riparian reforestation, oak and prairie restoration, and low-impact development projects. Of particular interest is knowledge of planting methods and vegetation management strategies.
- Ability to identify native and non-native trees, shrubs, forbs, and graminoids in the Willamette Valley.
- Contractor or crew oversight and work inspection.
- Water quality monitoring, including data collection and management, and interpretation of results.
- Community outreach, specifically in regards to watershed health.
- Experience working with a wide variety of partners including private landowners and businesses, staff from government agencies, and contractors, and a strong respect for a diversity of viewpoints and opinions.
- Professional skills including work planning, time management and organization, ability to work effectively both independently and in a team setting, excellent verbal and written communication skills, and proficiency with Microsoft Office software.
- Ability to make maps and collect field data using ESRI ArcMap software and handheld GPS.
- Intermediate or better communication skills in Spanish.
- Bachelor's degree or higher preferred in one of the following or a related field: ecology, environmental science, forestry, botany, biology, land use planning, geography, or landscape architecture.

Job Environment

The Habitat and Water Quality Specialist will report to LTWC's Fish Biologist. Work will take place at the two LTWC offices in Eugene and throughout our service area. Duties combine both indoor (~40%) and outdoor (~60%) tasks and require the ability to work long hours in the field or at a desk, lift up to 50 pounds, walk on uneven terrain, and spend an entire day performing repetitious work outdoors in inclement weather. A valid Oregon driver's license and the use of a vehicle at any time for transportation to project and meeting sites are both required. Mileage is reimbursed at the State of Oregon rate. Occasional weekend and evening work required.

Remuneration

This is a salaried, full-time exempt position. Full-time is considered 40 hours per week. For the right candidate we would consider less than full-time employment (no less than 32 hours per week), if the candidate desires. Compensation will range from \$33,280 – \$37,440/year (DOE) and includes the following benefits:

- Health care: 75% of employee premium and 25% of dependent premium paid.
- Retirement: 8% 401(k) match.
- Paid time off: 10 days PTO plus eight paid holidays per year.