



Job Summary: Fish Ecologist

Open until Filled; Ideal Start Date: September 15th, 2022, or earlier

Compensation: \$25-29/hour, depending on experience. Benefits include paid vacation, holidays, sick leave, retirement plans, and medical and dental insurance benefits.

The Coos Watershed Association (Association) is seeking a **Fish Ecologist** to join the team!

The Association is seeking a qualified professional to join our dynamic team and fill the position of Fish Ecologist. This is an at-will, full-time (min 35 hours/week), hourly, non-exempt position with benefits. The Fish Ecologist will work both in the office and field. The Coos Watershed Association is an Equal Employment Opportunity (EEO) provider.

About the Association:

The Coos Watershed Association (Association) is a 501(c3) nonprofit that was established in 1994 by a diverse group of stakeholders with a mission to; support environmental integrity and economic stability within the Coos watershed by increasing community capacity to develop, test, promote, and implement management practices in the interests of watershed health. The Association is governed by a Board of Directors and managed by the Executive Director. To learn more about our work please visit our website: www.cooswatershed.org.

Why this Job:

This is your chance to be a part of an organization focused on the betterment of the community. The Association creates a local, nongovernmental network and funding resources so that landowners can easily communicate their issues and opportunities and explore ideas and techniques for land management and watershed health.

The Association takes pride in our commitment to diversity and inclusion of our diverse team of program staff. We embrace and value differences in our culture, education, experience, physical ability, and unique perspectives in our workplace. We invite applications from qualified candidates who share our commitment to serving our community.

Job Summary:

The Fish Ecologist is expected to work 35-40 hours a week and flex the number of hours and days worked as needed. As per all positions at the Association, this position is 100% grant funded and the applicant will be expected to continue to secure funding for this position.

- Design, implement and manage two salmonid life cycle monitoring sites (includes mark and recapture methodology) on two lowlands, tide gated, tributary streams (Palouse and Willanch Creeks) to the Coos estuary and the associated staff, interns, and volunteers.
- Design and implement baseline referenced assessments and effectiveness monitoring of watershed restoration projects through the integration of various sources and databases.

Coordinate with agencies and other partners to facilitate and design query and data frame production for exploratory and higher level analysis and modeling of project potential.

- Coordinate and lead other staff in GIS methods for mapping and higher-level spatial analysis. Prepare maps and conduct spatial analyses that can be shared with a wide range of partners and used in proposals, reports, and project decision-making.
- Integrate and analyze internal and external data sources (wetland, estuary, fish habitat, etc) and prepare information for grant proposals, presentations, and publication.
- Assist staff in the areas of tidal and stream hydrology, water quality monitoring, stream habitat surveys, fish survey sampling, and salvage.
- In collaboration with the Association's Project Manager(s) provide technical assistance in planning and monitoring restoration projects. This may include providing pre-project information on site conditions, assisting in selecting restoration site design, and providing information on fish passage variables as well as environmental variables such as temperature salinity and dissolved oxygen. These efforts include analysis of internal and external databases to identify and communicate the ecological net benefits of projects.
- Contribute to local, state, and regional research projects and collaboratives as capacity allow that are in alignment with the goals of this position.
- Build and maintain collaborative relationships with landowners, community members, funders, agencies, and other partners.
- Develop project opportunities and identify and apply for funding to support this position and the Association's overall mission from a variety of sources. Manage associated grants and fees for service contracts.
- Create an inclusive work environment that contributes to a positive workplace.
- Maintain a team player mentality and pitch in to ensure all aspects of the Association's work are successful

Qualifications: Any equivalent combination of education and experience which provides the knowledge, skills, and abilities required to perform the job. Education and coursework can substitute for years of experience. Typical qualifications would be:

- Master's degree in fisheries or related field with research and data management and analysis experience.
- Five years' work experience in natural resources research, monitoring, and conservation planning. Fisheries and coastal natural resource experience are strongly preferred.
- Experience designing and implementing a natural resource-focused research project. Working in an agricultural setting is a plus.
- The ability to manage complex projects with a variety of partners and meet deadlines is essential.
- Excellent written and verbal communication skills to use with a wide range of individuals (e.g. other staff, conservation partners, private landowners and farmers, volunteers, and local community members).
- Demonstrated experience with grant writing, writing scientific reports or papers, and writing for a general, non-science audience.

- Strong project management skills, including but not limited to setting and implementing effective goals and objectives, problem-solving, time management, contract, and grant management, creating and maintaining collaborations with other organizations, developing public awareness activities, preparing reports, etc.
- Ability to work both independently and as part of a team.
- Knowledge and appreciation of the people, values, and current conservation issues of the region. Ability to work with partners to identify win-win solutions and compromises for a restoration project.
- High level of proficiency in ArcGIS and using a GPS unit.
- High level of proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) and statistical programs (R or Python).
- A positive attitude with a flexible approach to work and a willingness to take on new projects or tasks as needed.
- Ability to engage in strenuous outdoor activity, carry field equipment and endure outdoor field conditions including cold and wet winter weather and extreme heat.
- Problem-solving, decision-making skills, and the ability to work independently with attention to detail.
- Valid driver's license required and use of a personally insured vehicle for travel.

Additional Desirable Qualifications:

- Project management experience including preparation of budgets, tracking of expenditures, and preparation of required financial and project completion reports
- Grant writing experience
- Experience with habitat restoration
- Demonstrated track record of success in fundraising, including preparation of grant applications, coordination with funders (local, state, and federal agencies, and private foundations), and solicitation of donations

How to Apply

Submit cover letter (include start date availability), résumé, technical writing sample (grant, research paper, etc), and contact information for three references to hlutz@cooswatershed.org. Review of applications will begin as they are received.

Application Deadline: Tuesday August 23rd, by 2 pm.

Interviews: Interviews will be scheduled as applications are received.

The Association is an Affirmative Action/ Equal Employment Opportunity Employer.