



**Job Title:** Restoration Technician III

**Reports To:** Plants Program Manager

**At-Will, Non-exempt Position**

**Starting wage rate:** \$18.52 to 21.79/hr depending on experience

**Benefits:** Benefits include paid vacation, holidays, sick leave, retirement plan, and medical and dental insurance.

The Coos Watershed Association (Association) is seeking a **Restoration Technician III** to join the team!

The Association is seeking a qualified professional to join our dynamic team and fill the position of Restoration Technician III. This is an at-will, full-time (min 35 hours/week), hourly, non-exempt position with benefits. The Restoration Technician III 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](http://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.

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**Position Summary:** The **Restoration Technician III** will work with public and private landowners to develop and implement ecological restoration projects, develop and implement noxious weed control projects, assist with native plant nursery management and assist with writing and manage grants and contracts. The Restoration Technician III will promote and maintain positive relationships with private and public landowners, conservation organizations, funders, and local, state, and federal government agencies.

**Essential functions:** the essential functions of this position require prioritizing and completing all assigned tasks in a timely and efficient manner, adjusting for changing priorities and availability of resources, and demonstrating initiative in identifying future project opportunities. These duties are a representative example of position expectations, actual duties assigned may vary and change depending on funding and Association needs.

- Coordinate with landowners, agencies, technical experts, and the Association staff to design and implement ecological restoration and weed control projects consistent with landowner goals and current Best Management Practices.
- Help facilitate native plant nursery management with direction from the Plants Program Manager. This includes, but is not limited to duties such as: implementing nursery best management practices, maintaining plant inventory, ordering plants, watering, propagating and heeling in plants, collecting plant material, weeding, assisting with infrastructure improvements, groundskeeping, and administrative duties as assigned.
- Manage project budgets, permits, land use agreements, contracts, and grant reports.
- coordinate, supervise and inspect the completed work of contractors.
- Hold an active herbicide applicator license for the State of Oregon and complete the necessary trainings to keep an applicator's license up-to-date. Implement best management practices, including proper safety procedures when applying herbicide, safe storage, and transport of chemicals, and maintain detailed spray reports in compliance with ODA standards.
- Document all project activity to accurately complete reports on time and with all necessary detail.
- Attend and participate in County Weed Board, Gorse Action Group, South Coast CWMA, and other local and regional noxious weed meetings as requested by the Plants Program Manager.
- Develop outreach materials, present to interested stakeholders, and engage the public on noxious weeds awareness.
- Plant trees, install fencing, and maintain restoration projects in coordination with the Restoration Crew Lead.
- Build and maintain collaborative relationships with landowners, community members, funders, agencies, and other partners.
- Actively participate in staff and other team meetings.
- Create an inclusive work environment, that contributes to a positive workplace.
- Contribute to outreach activities as requested.
- Participate in board activities as requested by the Executive Director.
- Communicate respectfully and effectively with other staff, supervisors, board members, and partners.
- Maintain a team player mentality and pitch in to ensure all aspects of the Association's work are successful.
- All duties as assigned.

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

**Education:**

- Bachelor's degree in botany, natural resources, biology, ecology, forestry, environmental science or related field

**Licensure and Certifications:**

- An ODA Commercial Pesticide Applicator license, with an Agriculture Category certification. If the applicant does not have an applicator license, they will be required to apply for one within 60 days of employment.
- CPR and first aid certification
- Oregon All-Terrain Vehicle Safety Education Card

**Professional Experience:**

- Familiarity with invasive species ecology and management, standard ecological restoration and revegetation techniques, and general knowledge of Pacific Northwest plant species
- Experience operating power tools and off-road vehicles
- Ability to calculate ratios and percentages for spray calibration with a high degree of accuracy
- Ability to handle, mix, and apply herbicides safely
- Project management experience including preparation of budgets, tracking of expenditures, and preparation of required financial and project completion reports
- Experience using GPS, GIS, and field mapping technology
- Computer skills including Microsoft Office, statistical analysis programs, and graphic design programs such as Canva
- Proven ability to communicate effectively both orally and in writing
- Capacity to make appropriate decisions and adjustments in the field, especially concerning safety
- Effective leadership and an ability to be productive in a collaborative work environment
- Strong organizational skills with an attention to detail and multi-tasking in a dynamic, fast-paced work environment
- A collaborative work style that brings parties with differing interests to a common outcome

**Supervision:** The Restoration Technician III is supervised by the Plants Program Manager.

**Working Conditions:** The Association's office is generally open during normal business hours of 8:00 a.m. to 4:00 p.m., Monday through Friday, although our work hours span from 7:00 a.m. to 5:30 p.m., and may include nights and weekends, with some schedule flexibility available with approval. Employee's presence may be required at designated internal and external meetings even if they fall outside your normal workday schedule. The work involves indoor office type work, and outdoor work including some strenuous physical exertion such as lifting objects weighing in excess of 50 pounds, walking with a backpack sprayer for extended periods of time while also safely traversing rough terrain. The employee may be exposed to a variety of potential hazards associated with working near water, traffic and working with and around chemicals. The employee on occasion will be required to traverse uneven terrain, for up to 10 miles per day, along with the ability to drive an ATV.

Employees must be able to adjust to a variable work schedule based on project needs (i.e., early mornings, long hours, seasonal fluctuations, etc.) and ability to work in varied work environments and conditions (i.e. cold temperatures, hot temperatures, windy, wet, dry, etc.)

**The above is not meant to be all-inclusive, and requirements may change according to the demands of this position.** Nothing in this description restricts the Association's right to assign or reassign duties and responsibilities to this job at any time. Job descriptions may occasionally be updated, as necessary, to reflect evolving business needs.

## **How to Apply**

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

**Application Deadline:** Monday April 22 by 2 pm. Applications will be considered on a rolling basis so applicants are encourage to apply early.

**Interviews:** Interviews will be scheduled as applications are received. If not scheduled prior, interviews will occur April 23-29 via zoom.

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