

POSITION DESCRIPTION

JOB TITLE Stream Barrier Assessment Crew Member
JOB FAMILY Conservation
JOB NUMBER 450002
SALARY GRADE 2
STATUS Hourly
POSITIONS AVAILABLE 4
DATE January 2017



Protecting nature. Preserving life.

ESSENTIAL FUNCTIONS

The **Seasonal Stream Barrier Assessment Crew Member** will work closely with other crew members and conservation partners to assess road crossings as stream barriers to fish passage in suburban, rural and remote areas of Maine. Crew members may be required to lead sub-crews of inexperienced high school students for 3-4 weeks. Tasks include coordinating survey sites, field work logistics, conducting site assessments, data entry and quality control, photo file management, supervision of volunteers, operating GPS and other field equipment, and using ipads, all in a variety of field conditions.

This is preferably a **21-week** full time seasonal position beginning May 23, 2017, however we have some flexibility on start dates and will consider crew members that need slightly shorter assignments.

RESPONSIBILITIES & SCOPE

- Work successfully in a crew of two or more.
- Plan and implement efficient stream barrier surveys at road crossings following Maine protocol.
- Collect all necessary field data; complete data entry and photo management using ipads.
- Map and navigate progress around Maine watersheds, often living in remote locations over multiple days.
- Prefer schedule of (4) 10-hour day work weeks (when NOT with added high school team).
- Perform on-site quality control as well as checks of data entry and management.
- Supervise volunteers including training of field and road safety, survey protocol, and data entry.
- Be a positive ambassador for The Nature Conservancy and Maine Audubon working with towns, large private landowners and other natural resource agencies and NGO's.

MINIMUM QUALIFICATIONS

- High school diploma or GED and 1 year's training in science-related field or in land management or equivalent combination.
- Experience recognizing plant and animal species.
- Experience with GPS units and interpreting mapped information.
- Ability to perform physical work in an outdoor setting, sometimes under adverse conditions or in inclement weather.
- Experience collecting field measurements, entering data, managing data storage and archiving.
- Must hold a valid US driver's license with clean driving record and have reliable transportation.

PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE

- Bachelor's degree - preferably in a science field or land management
- 1 – 2 years training in science-related field or related experience in land management.
- Experience collecting and managing field data.
- Experience navigating roads in remote locations.
- Proficiency with interpreting maps and aerial photographs to navigate.
- Experience with 4WD vehicles and driving on backwoods/unpaved roads.
- Experience collecting field measurements and entering data using ipads.
- Practiced in taking and recording field measurements in diverse field conditions (weather, bugs, flat tires).
- Ability to plan field logistics, including potential camp sites and food for small crews.
- Ability to be meticulous with data entry, quality control and management of files.
- Knowledge and familiarity with Maine geography, natural history, and environmental science.
- Experience with Microsoft Word, Excel and Access.
- Safety and/or first aid training.
- Experience working with high school students and volunteers.

ORGANIZATIONAL COMPETENCIES

Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the fact of uncertainty.
Interpersonal Savvy	Maintains positive working relationships. Contributes to productive partnerships inside and outside the organization. Understands team member roles and values the contributions of others. Effectively deals with conflict.
Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.

Produces Results Takes Initiative. Focuses on priorities. Strives for excellence. Is dependable and accountable for results. Persistent in the face of obstacles and meets deadlines.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military or veteran status or other status protected by law.