Washington Coast Restoration and Resiliency Initiative

Job Announcement

JOB TITLE: Restoration Crew Lead
PROJECT: Pulling Together in Restoration – Phase 4
DEPARTMENT: Invasive Plant Prevention and Control
DATE: Spring 2022 (Open until filled)
STATUS: Full-time
SALARY: $17 – 20 per hour, DOQ
CONTACT: Jill Silver, Executive Director, jsilver@10000yearsinstitute.org

OUR MISSION
10,000 Years Institute works toward community, ecological, and climate resilience in the Pacific Northwest. We evaluate the effects of human activities on natural environments – the forests, rivers, wetlands and estuaries that sustain our communities and ecosystems. We develop innovative, science-based approaches to restore ecological integrity, and promote sustainable practices in landscapes across the region.

Are you an outdoor enthusiast with experience in natural resources fieldwork? Are you interested in and passionate about thriving coastal ecosystems, and protecting their resiliency and function by preventing and controlling invasive plant species?

We are seeking highly motivated and dependable applicants to fill full-time (40 hours/week) Restoration Crew Lead positions. In this role, you will use your knowledge and experience to protect native biodiversity across the beautiful Olympic Peninsula.
ABOUT US:
10,000 Years Institute (10KYI) is a 501(c)(3) non-profit organization conducting applied research and watershed ecological services. We support a diverse workforce, promote stewardship in local communities, and strengthen natural resource economies across forested ecosystems and watersheds. We appreciate a workforce consisting of different backgrounds and experience that provides new perspectives, skills, and approaches to meeting our mission.

Founded in 1992, 10KYI has been developing applied research and restoration programs along the coast of the Olympic Peninsula of Washington State for the two decades:
http://www.10000yearsinstitute.org

The Pulling Together in Restoration (PTIR) project is an invasive species prevention and control program working across eight watersheds on Washington State’s west Olympic Peninsula, providing training and jobs for local communities, and protecting forest and aquatic ecosystems, fish and wildlife habitats and natural resource-based economies from the impacts of non-native invasive plants. Funded through the State legislature and the Washington Coast Restoration and Resiliency Initiative (WCRRI), the PTIR project builds innovative and effective invasive species control projects implemented by local watershed strike teams, to prevent new invasive threats, and to identify priorities for action as they arise.

JOB DESCRIPTION:
As a supervisor of a restoration crew, the primary focus of this position is to oversee and lead crews of Restoration Field Technicians to find, map, and control invasive plants in watersheds, along rivers, shorelines, roads and trails of the west Olympic Peninsula. Under supervision and independently, Restoration Crew Leads (RCL) drive, hike, and/or boat to designated project sites, and work in teams to survey for and conduct manual and chemical treatments to non-native plants. A typical workday consists of 7-8 hours of in-the-field physical work and may include irregular hours. Where needed, low-risk herbicides are applied with backpack or hand sprayers, and drip bottles. Manual treatments utilize loppers, handsaws, and other hand tools. Site and species data is collected on devices. Additional tasks include collecting native seeds, planting native species, and maintaining gear and vehicles. This position may include a small amount of out-of-town travel for which overnight accommodation is provided.

The position reports to 10KYI’s Project Coordinator and Executive Director.

DUTIES & RESPONSIBILITIES:
This is a physically-intensive supervisory position requiring excellent interpersonal communication and organizational skills, working outdoors in all weather conditions (80%) and in-office for reporting and data management (20%). Responsibilities and duties include:

- Collaborate with staff to implement specific invasive plant species prevention and control programs using best management practices and policies to protect native species and reduce treatment impacts
- Plan, develop, and relay daily work activities to restoration technician crews
- Conduct and supervise surveys to locate, map, and control invasive plants in forested and open riverine and wetland habitats, pastures, gravel mines, and along roads
- Apply specific protocols to complete manual and chemical treatments to invasive plants
- Ensure crews are conducting treatments efficiently, effectively, and safely, and track treatments per state, county, and partner requirements
- Maintain a positive team environment and resolve conflicts among crew members
• Ensure that crew members have all necessary equipment and supplies, and that gear, vehicles, and storage areas are clean and maintained
• Take proper safety precautions, anticipate unsafe circumstances, and act accordingly to prevent accidents
• Be professional and courteous when interacting with the public, contractors, and project partners
• Understand the ecosystem benefits of native species and be able to communicate the project’s goals, methods, and results to others
• Conduct data entry and reporting using Microsoft Office Suite
• ArcGIS point and polygon post-processing and QA/QC

REQUIRED QUALIFICATIONS:
• A Bachelor’s degree in one of the major natural sciences, OR two (2) or more years of experience in natural resources management, including fieldwork, crew supervision, and data collection
• WSDA Pesticide Applicator License with Aquatic and Rights-of-Way endorsements within 30 days of hire
• Strong leadership and organizational skills
• Strong native and invasive plant identification skills
• Ability to communicate effectively, both written and orally, with a diverse audience
• Ability to work outdoors in inclement weather and carry a 20-pound pack over various terrain
• A clean driving record and a valid state driver’s license
• Ability to safely operate a 4WD vehicle on and off paved roads
• Comfortable with flexible weekly schedules, which adjust to weather and project needs
• Standard First Aid and CPR Certification (can be obtained through 10KYI)

PREFERRED QUALIFICATIONS:
• Experience with herbicide application and application equipment
• Experience using Microsoft Office Suite for narrative reports, field forms, and data management
• A working knowledge of ArcGIS
• Ability to navigate and set a bearing using a compass and to read a topographical map
• Experience using hand-held GPS equipment for data collection and navigation
• Relevant or related field experience – knowledge of and/or experience in resource or land management or recreational uses of the Olympic Peninsula and nearby regions
• Understanding of basic principles in botany, wildlife and fish biology, ecology, geology, and hydrology
• Wilderness First Aid and CPR

TO APPLY:

Please submit a cover letter, resume and three references to Jill Silver at jsilver@10000yearsinstitute.org.

Applications will be accepted until positions are filled.
*No phone calls, please.

We conform to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job opportunities.
openings. We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, or national origin, age, or disability status.