



**Skagit Fisheries Enhancement Group
Position Announcement**

Posting Date: July 10, 2018

Closing Date: August 8, 2018

Position Title: Habitat Restoration Coordinator
Supervised By: Restoration Ecologist
Coordinates: Volunteers, Interns and contractors related to Habitat Restoration Coordinator duties
Classification: Regular Full-Time, Non-Exempt (hourly)
Work Schedule: Generally works four 10 hour days (Monday through Thursday)
Pay Range: \$17 to \$22 per hour (depending on qualifications and experience) plus benefits (medical, vision, retirement, vacation, sick and holiday pay)

POSITION SUMMARY:

The Habitat Restoration Coordinator assists the Restoration Ecologist with planning, permitting, implementation and monitoring of salmon habitat restoration projects throughout SFEG's Regional Boundaries (i.e. the Skagit and Samish River watersheds, northern Whidbey Island, and San Juan Islands). This position also trains and coordinates the use of volunteers and interns to assess habitat conditions and monitor fish use at project sites.

MAJOR DUTIES AND RESPONSIBILITIES:

1. Conduct site surveys and develop proposals for habitat restoration projects including barrier culvert replacement, LWD placement, rip-rap removal, channel or bank reconfiguration, and off-channel habitat reconnection or development.
2. Complete and submit permit applications for habitat restoration projects (e.g. JARPA, SEPA, FPA).
3. Assist with contract development and participate in contractor selection for culvert replacement and small stewardship projects.
4. Lead and/or observe construction work and ensure that SFEG employees and/or contractors are complying with all relevant permits and contract conditions. Complete and/or oversee environmental monitoring as required by permits (e.g. water quality sampling).
5. Assist with implementation of habitat improvement projects including installing and anchoring fish habitat structures in streams, constructing erosion control structures, and implementing other BMP's to reduce impacts to waterways during construction activities.
6. Lead removal of salmonids, seining, and electrofishing in support of habitat restoration project development and/or construction.
7. Coordinate juvenile fish sampling and spawner survey volunteer programs, including training and oversight of volunteers.
8. Meet with WDFW annually to review SFEG's spawner survey program goals and identify target streams, maintain spawner survey database and submit data to relevant agencies and/or landowners as required.
9. Implement protocols to monitor project implementation and effectiveness, and analyze and report data to permit and funding agencies and watershed restoration partners.
10. Complete reporting required for permits including, but not limited to USACE, WDFW Scientific collection permits, and ESA fish handling permits.

11. Keep accurate records of daily activities.
12. Perform other duties as assigned.

REQUIRED EDUCATION, EXPERIENCE AND TRAINING FOR POSITION:

- Bachelor's degree in fisheries, biology, aquatic ecology, or environmental science with an emphasis on fisheries, plus at least two years of relevant professional experience.

REQUIRED SKILLS/KNOWLEDGE/ABILITIES FOR POSITION:

- Knowledge and skills related to stream restoration and salmon habitat needs.
- Experience or training in conducting salmon spawning surveys in small streams.
- Prior experience implementing restoration projects, such as fish passage projects.
- Experience with site survey, construction site management and logistics, and heavy equipment operation is a plus. Able to read and understand engineering drawings.
- Strong understanding of salmonid life histories, identification (both adult and juvenile) and habitat requirements. Knowledge and understanding of watershed processes, especially as they relate to formation and maintenance of riverine habitats.
- Demonstrated ability to work well with others, including regulatory and funding agencies, landowners, and other stakeholders.
- Prior experience with assessment and monitoring of instream and floodplain habitat. Must understand and demonstrate expertise in topographic surveying, including the ability to instruct and lead others in this activity.
- Experience using field survey equipment such as auto levels, compass, YSI meters, current meters, mapping grade GPS, digital cameras.
- Proficient in communicating effectively both in verbal and written format with a diversity of stakeholders.
- Ability to effectively recruit, train and coordinate volunteers, interns and work crews.
- Skilled in the safe operation of hand and power tools such as chainsaws, power auger, and small tractors.
- Comfortable working around heavy equipment such as excavators.
- Comfortable working in and around water with currents and in the safe operation of small boats.
- Ability to operate four wheel drive truck and trailer.
- Must be able to provide own transportation when SFEG vehicles are not available. Approved mileage will be reimbursed.
- Willingness to perform duties in all types of weather and terrain. Able to perform physically demanding manual labor outdoors, at remote locations, on difficult and hazardous terrain in all types of weather.
- Proficient with computers and the use of Microsoft Office and GIS software.
- Strong ability to work both independently and as part of a multidisciplinary team.
- Ability and willingness to follow direction and take initiative while maintaining a positive attitude.

REQUIRED LICENSES OR CERTIFICATIONS:

- Must have and maintain throughout employment a valid Washington State Driver's License

- Washington State Boater Education Card preferred; if Education Card is lacking, must demonstrate willingness and ability to obtain certification.
- As per SFEG's personnel policies, SFEG will conduct a background check on any volunteers or employees who will work with children and other vulnerable populations

PHYSICAL REQUIREMENTS *(The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.):*

- Able to perform frequent, physically demanding work, in the outdoors, at remote locations, on difficult terrain in all types of weather.
- Frequently required to work in or cross streams and rivers with calm to moderate currents and depths of up to several feet.
- Must be able to lift 40 lbs into and out of trucks.
- Ability to walk up to 3-miles over steep or uneven terrain.

DESIRED SKILLS/KNOWLEDGE/ABILITIES FOR POSITION:

The following qualifications are preferred/helpful for an employee who has these skills/knowledge or abilities for this position.

- Two years or more of experience in leading or assisting with fish handling, including seining, netting and or electrofishing.
- Electrofishing certification.
- Certification or training in forage fish identification
- Experience with construction observation/inspection; current CESL certification desirable
- CPR and First Aid Certified.

TO APPLY:

A complete application includes a cover letter, resume, answers to the supplemental questions, and a list of three professional reference contacts.

Send application materials to:

EMAIL-preferred (as **one pdf** document) to:

smadsen@skagitfisheries.org

with Subject Line: Habitat Restoration Coordinator position
(due to risk of viruses, only pdf documents will be opened)

or

MAIL to:

SFEG,

Attn: Riparian Restoration Coordinator Position,

PO Box 2497,

Mount Vernon, WA 98273

Application materials must be received by 5:00 pm on the closing date to be considered for this position. For more information please visit www.skagitfisheries.org or call Sue Madsen at 360-336-0172 x302.

Skagit Fisheries Enhancement Group

Habitat Coordinator Position: Supplemental Questions.

Please provide answers to the following three supplemental questions with your application. Please do not to exceed 2 pages of writing using standard font and margins.

1. The Habitat Restoration Coordinator position requires working with partners and landowners to develop projects, and preparing grant proposals to fund that habitat restoration work. Tell us how you would approach development of a project to replace an undersized culvert to improve fish passage. What are key factors that need to be evaluated and why? What aspects of the project would you highlight to make the project stand out and be competitive for grant funding?
2. Climate change is predicted to alter habitat conditions in western Washington, including the Skagit River basin over the next 50 years. Describe the changes that you believe might be expected to occur in our region and the key physical, biological and social attributes that need to be addressed to develop a habitat restoration project that addresses climate change.
3. Describe your experience collecting and analyzing biological data about relationships among and between salmonids and their environment. Share an example of a project where this was the focus of work, and how that data was used to improve habitat conditions.