



## **Job Announcement – Seasonal Restoration Technician**

**Job Description:** Mid-Columbia Fisheries (MCF) is recruiting for seasonal restoration technician positions for the 2024 work season. This is an exciting opportunity in a dynamic organization for individuals who are interested in building field restoration skills and learning about salmon recovery and habitat restoration. We are seeking hard-working, adaptable, enthusiastic, and dedicated individuals interested in working on habitat restoration projects. Applicants must be willing to perform sustained, strenuous manual labor in all kinds of weather conditions. Restoration technicians will often work within a crew, but will work independently or with other MCF staff, landowners, agency partners, volunteers, students, and interns. Work will occur throughout the Yakima Basin under the supervision of the Restoration Crew Supervisor and MCF's stewardship team. The positions are 40 hours per week; subject to workload or weather conditions that will reduce work hours. The season end date is based on weather conditions and work needs, typically ending in December. The position will include overnight travel weeks with the restoration crew when working at remote sites. Travel weeks are typically three nights during a 4-day work week. A total of three travel work weeks are anticipated during the 2024 field season. Work duties may include supporting other activities of MCF, including Assisting the Bull Trout Task Force, assisting with K-12 grades salmon education, and assisting with MCF volunteer activities. We are recruiting positions for Ellensburg, WA and Yakima, WA work duty stations; please state your work location availability in your cover letter.

### **Primary Responsibilities:**

Anticipated work includes the following:

- Restoring and enhancing salmonid habitat through planting native trees, shrubs, and grasses
- Performing stewardship and site maintenance, such as mulching and irrigation at project sites
- Removing invasive weeds (mowing, brush cutting, and manual removal)
- Constructing and repairing fences
- Assembly of irrigation systems at restoration sites
- Incorporating large woody debris and beaver dam analogs (BDAs) into floodplains
- Pesticide application for weed control in both large and small project areas
- Maintaining tools and equipment, including orderly tool and plant materials storage, and vehicle maintenance
- Performing public outreach and supervision of volunteers and interns as directed
- May include fish surveys, fish rescues, vegetation monitoring, seed collection and other tasks to support MCF mission and goals
- Assisting with establishment and collection of site and stream data
- Assisting staff with educational outreach in classroom and outdoor settings

## Required Skills and Qualifications:

All applicants are encouraged to apply even if you do not have all of the qualifications; if a candidate is a good fit for the crew, qualifications may be learned on the job.

- Must be dependable, self-motivated, and demonstrate a positive attitude.
- Supportive of Mid-Columbia Fisheries' mission.
- Must demonstrate the ability and willingness to perform all aspects of the work, including:
  - Being comfortable working in remote areas without cell phone coverage.
  - Able to perform physically demanding manual labor outdoors on strenuous terrain in all types of weather.
  - Repetitively lifting 50 lbs. into and out of trucks, walking 10 miles daily over steep or uneven terrain, and operating power tools for 6-8 hrs. per day.
  - Able to safely operate hand and power tools such as brushcutters, water pumps, chainsaws, power auger, small tractors, sledgehammer, planting bars, pruners. On the job training will be provided.
  - Bending, squatting, kneeling, lifting overhead, and other repetitive movements.
  - Work up to 10 hours/day for 40 hours per week.
- Must be willing to take direction from MCF supervisory staff and project managers.
- Must be able to participate in travel work weeks occasionally when working at remote sites far from workstation. Travel typically includes camping for three nights during a 4-day work week when working at remote field sites far from services. We anticipate three travel weeks in the 2024 field season.
- Communicate respectfully with fellow crew members, supervisors, volunteers, interns, landowners, and others.
- Able to adapt quickly to changes in work schedule.
- Comfortable working around water and potential hazards.
- Ability to use personal protective equipment and waders (provided by MCF)
- Must comply with MCF policies and safety procedures
- A valid driver's license, clean driving record, and the ability to safely operate vehicles
- Must be at least 18 years of age
- Must provide your own personal work clothes, boots, and backpack for daily personal items, such as lunch and water bottles.

## Desired Qualifications:

- Experience performing manual labor
- Knowledge of or experience with power tools, and understanding the safety, and environmental protection measures for power tools
- Knowledge and skills related to native plant identification and revegetation techniques
- Knowledge and skills related to stream restoration and salmon habitat needs
- Experience navigating and use of handheld GPS and maps

□ Bachelor's degree in biology, environmental sciences, fisheries, natural resources, or a related field

**Pay:** Pay range is \$18.96 to \$20.23, dependent on experience.

**Position Duration, Schedule, & Benefits:** Position start date is anticipated to be March 11, 2024. The position start date and duration is subject to change based on weather and work availability and anticipated to end in December 2024. Technicians work full-time, Monday through Thursday, 10 hours per day. Candidates should anticipate some flexibility in their work schedule including changing to Monday through Friday, 8 hours per day, early starts, or extended days due to travel, Industrial Fire Precaution Levels, and shorter day length in the Fall. The Crew Supervisor will give ample notification before changes are enacted. The position includes accrual of sick and vacation leave (one day per month each), and holidays. Unpaid leave may be granted at the discretion of the supervisor and must be requested in advance. Technicians are temporary seasonal status with a 90-day probationary period.

**To Apply:** A complete application should include a cover letter, resume, and three references. Please email one electronic copy of your application to [rest\\_tech@midcolumbiafisheries.org](mailto:rest_tech@midcolumbiafisheries.org) Applicants are encouraged to call Aaron Balagot at 206-354-7641 to confirm that we have received your application materials. Most MCF work sites are in Kittitas and Yakima Counties in Washington. MCF expects to hire positions with work duty stations that are either in Ellensburg, WA or in Yakima, WA; the work station is the location where the position officially starts and ends their work day. Please state your availability for these two work locations in your cover letter.

**Application Closes:** Positions are opened until filled. We will begin reviewing applications as they are received.

Mid-Columbia Fisheries Enhancement Group is a non-profit, community-based group dedicated to restoring self-sustaining populations of salmon and steelhead. Mid-Columbia Fisheries works with landowners and community partners to protect and restore fish habitat. The Mid-Columbia region includes the Yakima Basin, the Klickitat, White Salmon, and Wind Rivers, and numerous smaller tributaries in Skamania, Klickitat, Benton, Yakima, Kittitas, and Franklin Counties. It is the policy and intent of the MCF to provide equal employment opportunity for all persons regardless of race, color, religion, national origin, marital status, political ideology, sexual orientation, status with regard to public assistance, disability, sex, or age. MCF intends to act nondiscriminatory in all acts related to recruiting, hiring or promotion of staff. For more information about us please visit our website: <http://midcolumbiafisheries.org/>