

10,000 YEARS INSTITUTE

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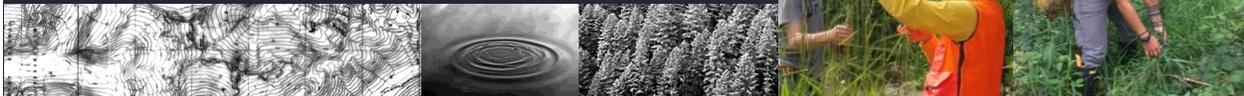
Washington Coast Restoration and Resiliency Initiative

Job Announcement

JOB TITLE: Restoration Crew Lead
PROJECT: Pulling Together in Restoration – Phase 3
DEPARTMENT: Invasive Plant Prevention and Control
DATE: Spring 2020, onward
STATUS: Full-time, (currently funded through mid-2021)
SALARY: \$16 - \$18 per hour, DOQ
CONTACT: Raena Anderson, Project Coordinator, randerson@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.



BACKGROUND:

10,000 Years Institute (10KYI) is a 501(c)(3) non-profit organization conducting applied research, watershed ecological services, and education. Founded in 1992, 10KYI has been developing innovative invasive species programs along the coast of the Olympic Peninsula of Washington State for the past decade: <http://www.10000yearsinstitute.org>

The Pulling Together in Restoration (PTIR) project is an invasive species prevention and control program working across six watersheds on Washington State's west Olympic Peninsula, providing training and jobs for local communities. The project provides prevention and

education about non-native invasive plants harming native plant communities and habitats. Funded through the state legislature and part of the Washington Coast Restoration and Resiliency Initiative (WCRRRI), the PTIR project builds upon existing invasive species control projects in coastal watersheds to address invasion vectors and pathways associated with recreation, transportation, municipal, industrial, and residential activities. Preventing the spread of invasive plants promotes the growth of native vegetation, increases ecosystem resiliency, and protects resource industries. 10KYI has established local watershed strike teams working with diverse communities, industries, restoration project sponsors and recreational entities to reduce and eliminate new invasive threats, and to identify priorities for action as they arise.

10,000 Years Institute develops research and restoration projects that support diverse workforces, promote stewardship in local communities, and strengthen natural resource economies across forested ecosystems and watersheds. We appreciate that a workforce consisting of different backgrounds and experience provides new perspectives, skills, and approaches to meeting our mission.

JOB DESCRIPTION:

10KYI is seeking highly motivated and dependable applicants to fill full-time (40 hours/week) Restoration Crew Lead positions. As a supervisor of a restoration crew, the primary focus of this position is to oversee and lead Restoration Field Technician crews to locate, map, and control invasive plants along roads and rivers of the west Olympic Peninsula. Under supervision and independently, Restoration Crew Leads drive, hike, and/or boat to project sites, and work in teams to survey and complete manual and chemical treatments to non-native plants that cause harm to native forested watershed ecosystems. A typical workday consists of 8-10 hours of in-the-field physical labor, and may include irregular hours. Where needed, low-risk herbicides will be applied with backpack or hand sprayers, and drip bottles. Manual treatment use loppers, handsaws, and other hand tools. Additional duties include data collection, planting native species, and maintaining gear and vehicles. This position may include a small amount of out-of-town travel for which overnight accommodations are provided.

The position reports to 10KYI's project coordinator and executive director.

DUTIES & RESPONSIBILITIES:

This is a labor-intensive supervisory position requiring good interpersonal communication and organizational skills, and the employee should expect to spend >80% of their time working outdoors in all weather conditions.

- Collaborate with other staff to help implement invasive plant species prevention and control programs using 10KYI and other best management practices and policies
- Plan, develop, and relay daily work plans for restoration technician crews
- Supervise and conduct surveys to find, map, and control invasive plants species in a variety of forested and open riverine habitats, pastures, gravel mines, and along roads
- Ensure crews are conducting treatments in a legal manner, efficiently and effectively, 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 cleaned and maintained
- Follow safety protocols and foster a safe working environment
- Take proper safety precautions, anticipate unsafe circumstances, and act accordingly to prevent accidents

- Apply 10KYI protocols to complete manual and chemical treatments to invasive plant species
- Present themselves in a professional and polite manner when interacting with staff, contractors, partners, and the public
- 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 crew supervision
- WSDA Pesticide Applicator License with Aquatic and Rights-of-Way Weed endorsements (or ability to attain 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

PREFERRED QUALIFICATIONS (Not required):

- Experience with herbicide handling, application, and application equipment
- Experience using Microsoft Office Suite for writing 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
- Standard and/or Wilderness First Aid and CPR

TO APPLY:

Please submit a cover letter, resume and three references to Raena Anderson at randerson@10000yearsinstitute.org.

Applications will be accepted until EOD **March 15th** (or until all 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 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.