



STREAM RESTORATION AND MAINTENANCE SPECIALIST

RESOURCE CONSERVATIONIST II

Full time Exempt Opportunity

January 30, 2018

The Alameda County Resource Conservation District (ACRCD) is a special district that works to implement and enhance local conservation efforts on private and public lands in Alameda County. Located in Livermore, CA, we partner with landowners and managers, local organizations, government agencies and other community and stakeholder groups to enhance and restore natural resources by providing education programs, technical assistance, project management and coordination. The ACRCD works closely with the USDA Natural Resources Conservation Service (NRCS) as the Conservation Partnership ('Partnership').

We seek a committed and energetic professional to join our team as an experienced Stream Restoration and Maintenance Specialist (Resource Conservationist II). The ideal candidate will have a combination of a strong educational background and at least two years of experience in stream assessment, maintenance, restoration and management.

Working knowledge of agriculture, rangeland, watershed, and conservation planning; project coordination experience (including grant-writing, contract management, budgeting and reporting); and leadership and facilitation skills are also desirable.

POSITION SUMMARY:

The Stream Restoration and Maintenance Specialist provides specialized assistance to the ACRCD in its efforts to help agencies, landowners, and land managers voluntarily conserve natural resources.

Specifically, the position coordinates and collaborates with a broad array of organizations, agency staff, and landowners to assist with planning, implementation and monitoring of projects to restore and improve water quality and wildlife habitat. Collaboration with Partnership staff on a range of other resource conservation projects related to climate change resilience, vegetation and biological monitoring and agriculture is also to be expected. The position includes both field and office work.

TYPICAL DUTIES AND RESPONSIBILITIES:

- Perform annual stream reconnaissance and assessments to identify potential maintenance and restoration needs in maintained channels and tributaries subject to flooding.
- Assist with field work as needed for activities such as conservation planning, stream assessments, plant and animal surveys, and construction monitoring.
- Coordinate with technical advisors and stakeholders to assist with selection of projects for technical assistance and cost-share programs to enhance habitat and/or water quality.
- Coordinate with technical advisors and others on all aspects of project implementation, including: project design, planning, and permitting; monitoring and documenting projects before, during, and after implementation; development and administration of contracts; purchasing goods and materials; tracking budgets; and preparation of reports as required by funders and others.
- Work with contracted entity to develop an Annual Work Plan, establish and maintain a good working relationship with regulatory agencies, prepare and submit annual notifications and other documents to comply with permit requirements and coordinate

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with the appropriate regulatory agencies to implement stream maintenance and riparian projects as necessary.

- Develop Annual Reports which include project summaries, maps and project locations, pre- and post-construction photo documentation and summaries of habitat enhancement efforts.
- Using ArcGIS for planning and reporting, in coordination with project stakeholders.
- Respond to agency and landowner requests for conservation technical assistance.
- May support NRCS staff with Farm Bill related administration and field assistance.
- Represent projects or programs to community and stakeholder groups as appropriate.
- Assist with preparation of grants, contracts and agreements as required to fund future conservation work.
- Assist and collaborate with Conservation Partnership staff on other natural resource related projects as necessary.

QUALIFICATIONS:

The ACRC D Stream Restoration and Maintenance Specialist will “wear many hats” and therefore must have outstanding technical, administrative, and interpersonal skills. The ideal candidate will be an energetic, dedicated professional with the following experience:

Minimum Qualifications:

- Bachelor’s degree or higher with focus on environmental studies, natural sciences, resource management, watershed science, ecology, conservation planning, fisheries or other related fields.
- Knowledge of watershed stewardship and conservation, resource management, water quality science, hydrology, stormwater runoff management, soil science, restoration ecology, rangeland management.
- Demonstrated experience effectively utilizing ArcGIS, including collection apps. GPS technology, basic spreadsheet management (Excel) and other common office software (Word, Powerpoint, google docs etc.)
- Demonstrated experience with California native flora and fauna, special status fish, and native plant and animal communities from within the region.
- Strong written and verbal communication skills, including multi-stakeholder project and grant reporting and the ability to work with a variety of people with diverse interests and temperaments.
- Highly organized and motivated self-starter with the ability to prioritize and work independently, including in the field.
- Experience working with local, regulatory, and government agencies.
- Experience with community-based organizations and non-profits.
- Ability to meet aggressive contract deadlines, multi-task, and respond to changing priorities.
- Physically able to work in the field (climbing in and out of streams, lifting up to 25 pounds, carrying supplies and equipment, planting) during all seasons.
- Creativity, sense of humor, “can do” spirit, collegiality, flexibility, strong desire to learn
- Valid California driver’s license, good driving record, and current auto insurance.

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Desired Qualifications:

- Experience coordinating with regulatory agencies and ensuring permit compliance.
- Familiarity with production agriculture/ranching.
- Experience with construction site management.
- Experience conducting native plant surveys and implementing plant monitoring programs.
- Experience conducting native wildlife and/or fish surveys and implementing monitoring programs.

POSITION STATUS:

- The is an exempt position budgeted for full-time (40 hours per week) for 18 months. The position may be extended upon the securing of additional funding.
- The Stream Restoration and Maintenance Specialist will enjoy working in a fun, fast-paced, positive work environment with motivated and engaged coworkers.
- The position will have a progress review at 3 months, and performance reviews at 6 months and 1 year for the first year, and annually thereafter.
- This is an exempt, at-will position with a 6-month probationary period.
- Salary starts at \$59,928, dependent on qualifications and experience.
- Employees receive health, dental, vision, and 401(k) plan (no employer contributions).
- Work-related training opportunities will be made available as schedules and budget allow.

APPLICATION INFORMATION:

To apply: please submit your resume, a cover letter explaining why you are interested in and qualified for the position, and the names of three professional references. Please also answer the following supplemental question:

1) Describe your experience managing, implementing, and/or monitoring restoration and maintenance projects in natural landscape, watershed, or agricultural settings.

All four parts of the application should be submitted as a single file by email to hr@acrcd.org no later than **February 21, 2018**. Interviews will be scheduled shortly thereafter. Documents should be in PDF or MS Word (no larger than 2 MB). Please no images, graphics or photographs. Please, no phone calls or drop-ins.

INCOMPLETE APPLICATIONS WILL NOT BE ACCEPTED

**Alameda County Resource Conservation District
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