



## **Job Announcement: Restoration Ecologist**

**Posting Date: December 15, 2020**

**Closing Date: Open until filled; First review begins January 14, 2021**

### **POSITION SUMMARY:**

The Restoration Ecologist is a full-time position with the Skagit Fisheries Enhancement Group (SFEG) responsible for assessing salmon habitat, planning and designing restoration projects, managing project construction, and monitoring completed projects primarily in the Skagit and Samish River watersheds. This position requires excellent communication and organization skills because many projects are in progress at the same time, are at different stages of completion, and demand multiple tasks. The Restoration Ecologist's primary task is to plan, design, acquire funds, and construct more complex projects such as re-connecting river side channels and estuary restoration. The Restoration Ecologist also oversees riparian restoration and fish passage improvement projects being implemented by staff they supervise. The position is supervised by the Executive Director and supervises a team of 3-5 habitat program staff members. Funding for this position will be largely dependent upon the incumbent's ability to generate project funds by writing successful grant proposals.

### **MAJOR DUTIES AND RESPONSIBILITIES:**

The Restoration Ecologist is an applied scientist responsible for large scale, complex salmon restoration projects from beginning to end (completing assessments such as feasibility studies, plans, and designs; obtaining permits and funds; managing project implementation; and managing monitoring from design to data collection, analysis, and reporting) of salmon, steelhead, and other anadromous fish restoration projects. The current emphasis is on Chinook recovery in the mainstem Skagit River using the approved Chinook Recovery Plan, but future efforts may involve other threatened species or species of concern. The incumbent works collaboratively with landowners and partner agencies, businesses, and non-profit organizations to identify and develop salmon habitat restoration projects. This individual has the scientific knowledges, skills, and abilities to assess the current environmental circumstances and design feasible projects to restore natural habitat structure and function from riverine to estuarine habitats. He/She demonstrates a thorough knowledge of salmonid life histories and associated ecological requirements. The incumbent's application and subsequent interview demonstrates the superb oral and written communication skills that are necessary to successfully acquire restoration project partners and funding. The incumbent is also a capable manager, supervising 3-5 staff members, as well as project implementation and effectiveness monitoring through subcontractors, habitat program staff, and volunteers.

### **REQUIRED EDUCATION, EXPERIENCE AND TRAINING FOR POSITION:**

1. Possesses a Master's Degree in ecology, conservation biology, fisheries biology, or closely related fields such geomorphology, hydrology, and estuarine/nearshore systems;
2. Has at least two years work experience demonstrating a scientific knowledge of salmon life histories and their ecological requirements;
3. At least 2 years experience managing projects, contracts and staff responsible for implementing restoration projects.

## **REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:**

- Demonstrates management skills and work experience in successfully completing salmon restoration projects from beginning to end: habitat assessment; research; feasibility studies; design and engineering; permitting; project construction; and effectiveness monitoring;
- Has contract and construction management experience;
- Ability to supervise a staff of 3-5 employees directly or indirectly, including organizing work, setting priorities, providing appropriate training, providing for employee safety, reviewing accomplishments, completing performance reviews, resolving disciplinary problems and grievances and other supervisor duties
- Has excellent verbal and written communication skills;
- Has experience fulfilling environmental permit requirements by submitting the necessary application(s), facilitating them through the permitting process, and securing the permits in a timely manner;
- Demonstrates the ability to be fiscally responsible by preparing budgets, working within them, and completing progress reports in an accurate and timely manner;
- Has experience with word processing, database, geographic information system, and spreadsheet computer software (such as Microsoft Word, Excel, Access and Project); and
- Has the ability to work as a management level team player and to supervise habitat program coordinators.

### **Scientific Knowledge:**

- Has a thorough knowledge of salmonid life histories and associated ecological requirements;
- Has a knowledge of geomorphology, hydrology, and / or estuarine systems;
- Can accurately interpret research reports and data to order to apply this knowledge to proposed restoration projects;
- Is proficient with interpreting topography maps and aerial photography, and possesses a working knowledge of GPS and GIS;
- Develops creative ideas and project designs to improve conservation strategies; and
- Analysis situations, evaluates alternatives for resolving complex ecological problems, and plans, designs, and implements solutions;
- Fulfills the necessary project engineering and permitting requirements; and
- Designs the effectiveness monitoring of large-scale salmon restoration projects, and supervises their implementation, data analysis, and reporting.

### **Project Management and Decision-Making:**

- Prepares, markets, and manages grant applications and contracts;
- Consults with the Executive Director and coordinates with the Restoration Program Managers and Coordinators; and
- Provides staff support to the Habitat Committee

### **Supervision:**

- Clearly communicates scheduling expectations to Restoration Program Managers and Coordinators; convenes formal quarterly planning meetings with Restoration program staff and meets with them informally as needed to ensure contractual and permit deadlines are met;
- Identifies training needs with habitat staff and seeks training opportunities;

- Mentors habitat program staff and interns to create a capable and diverse staff;
- Has the ability to work as a management level team player and to supervise and mentor interns and volunteers
- Encourages habitat program staff to offer suggestions and feedback;
- Ensures the efficient use of staff;
- Compliments habitat program staff, offers constructive criticism, and conducts annual evaluations;
- Approves vacation requests, timesheets, reimbursement requests and other expenses.

**Financial Management:**

- Writes grant applications, markets and tracks their progress, and manages the acquired funds;
- Works cooperatively with Executive Director and Finance Manager to ensure that the monetary requirements of grants and projects are fulfilled in an accurate and timely manner;
- Develops annual Restoration program budget including projected expenses, staffing, contract and equipment needs.
- Negotiates and contracts with partners and subcontractors; and
- Complies with all SFEG purchasing policies and guidelines.
- Proficient with computers and the use of Microsoft Office software.

**Communications and Interpersonal Contacts:**

- Attracts partners and coordinates projects with lead entities and other project stakeholders;
- Provides advice on technology and training needs to keep the SFEG staff up-to-date;
- Documents and prepares monthly reports on project activities for the Executive Director and Board of Directors;
- Works with the Outreach Manager to support the SFEG community education program and gain strong public support for the long term recovery of salmonid species;
- Works with Outreach Manager to match volunteer opportunities with projects;
- Oversees the coordination of volunteers and interns with habitat coordinators;
- 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.
- Performs other tasks as directed by the Executive Director.

**REQUIRED LICENSES OR CERTIFICATIONS:**

- Must have and maintain throughout employment a valid Washington State Driver's License
- 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 physically demanding work, outdoors, at remote locations, on difficult and hazardous 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.

- Indoor office work requires sitting at a desk and computer for several hours or attending meetings
- Ability to operate four wheel drive truck.

**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.

- CPR and First Aid Certified preferred; if current certification is lacking, must demonstrate ability to obtain certification within 6 months of employment.
- Certificate in Project or Construction Management

**TO APPLY:**

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

Send application materials to:

EMAIL-preferred (as **one pdf** document) to: [astudley@skagitfisheries.org](mailto:astudley@skagitfisheries.org)  
with Subject Line: **Restoration Ecologist position**  
(due to risk of viruses, only pdf documents will be opened)

or

MAIL to: **SFEG** Attn: Restoration Ecologist Position  
PO Box 2497 Mount Vernon, WA 98273

This position is open until filled. The first review of applications will begin **January 14, 2021**

For more information please visit [www.skagitfisheries.org](http://www.skagitfisheries.org) or contact Alison Studley at 360-336-0172 x300 or [astudley@skagitfisheries.org](mailto:astudley@skagitfisheries.org)

**Supplemental Questions for Restoration Ecologist Position:**

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. Provide an example of a habitat restoration project you have implemented. Describe what stages you were involved in and which stages you had a leadership role in, from feasibility and assessment to planning and design to implementation and construction management to monitoring. All projects have their quirks, describe any challenges you were faced with during the project process and how you overcame them to ultimately have a successful project implemented.
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 considered when developing habitat restoration projects that address climate change.
3. A supervisor, is responsible for employee leadership, including direction, performance, decorum, team work, recognition, skills and training. What employee leadership aspects do you see as most important and what examples can you provide of your ability to implement them?