



Spokane Conservation District Position Description for

Assistant Stewardship Crew Leader

Full-Time Seasonal, At-Will, Non-Exempt status; Pay Rate: \$20/Hr.

The position's focus is to assist the Stewardship Crew Leader in planning, establishing, and maintaining riparian buffer restoration along the mainstem and tributaries within the Hangman Creek Watershed. This position reports to the Crew Leader and the Spokane Conservation District (SCD) Water Resources Department Manager. Applicant should have knowledge of various conservation practice implementation.

Must be able to hike for extended periods and carry equipment over rough terrain, at times in inclement weather conditions. General Requirements: An Associate's degree in natural resources or closely related field and/or minimum one year of experience working in natural resources and leadership roles. View job description below.

General Description

The **Assistant Stewardship Crew Leader** supports the Crew Leader and will act as a field supervisor of other crew members as required. As a leader in the field, you will be expected to provide project expertise and professionalism. The position requires diverse skills and can be demanding. Successful candidates will demonstrate resourcefulness, situational flexibility, effective communication skills, judgement, maturity, initiative, and the commitment to help the crew leader and crew implement successful projects.

Supervision

This position will focus on the continued development of leadership skills. While this will be a collaborative relationship with the Stewardship Crew Leader, it is focused to improve leadership skills and how to foster team development that results in high quality and high quantity project accomplishments for the SCD.

The Assistant Crew Leader will help the Stewardship Crew with restoration work that includes manual, chemical, and mechanical removal of invasive plant species, mowing, tree planting, and other practices relating to the continuing health of the ecosystem and native flora and fauna.

The position will be expected to assist the Stewardship Crew Leader with upholding safety protocols and regulations required by the SCD to ensure all members are adhering to said guidelines.

Work Schedule:

This position will operate on 4-day/10-hour shift with scheduled time for breaks. While the staff should work to provide consistency throughout the season, personal flexibility is expected and should be prepared for when entering the term as schedules, times, and work locations are subject to change per project needs.

Period of Service: Spring to Fall. Position will most likely work Monday– Thursday, some weekend and holiday work required. Applicant must be available for the entire season; start and end dates can be flexible on an individual basis.

Duties and Responsibilities

- Assist the Crew Leader with the day-to-day details of project work.
- Physically fit and able to work long days in adverse conditions.
- Ability to learn techniques in planting/maintenance.
- Willing to build upon previous leadership experience with young adults.
- Strong ability to work independently as well as with others.
- Flexibility, adaptability, and capacity to work in a fluid, changing work environment.
- Must be adaptive, patient, and able to maintain a positive perspective.
- Must be 18+ years of age.
- Other duties as outlined by Water Resources Department Manager

Preferred Skills/Competencies:

- **Vegetation Management Techniques:** Experience in integrated vegetation and/or invasive species management in forest, grassland or riparian ecosystems. Ability to operate and use equipment such as weed whips, mowers, backpack/handheld herbicide sprayers and/or other related landscape maintenance equipment. College level coursework in Ecology, Biology, Environmental Studies or a related field can be substituted for experience.
- **Plant Identification Skills:** Knowledge of common eastern Washington native and invasive species and/or and ability to use a dichotomous key to identify species.

- **Initiative:** Ability to identify what needs to be done and doing it before being asked or before the situation requires it.
- **Mapping Techniques:** Training and/or experience with GPS devices, GIS applications, map reading, and aerial photo interpretation.
- Ability to perform a wide range of physical and manual tasks in an outdoor environment under a variety of weather conditions. Physical ability to stand, walk, kneel, and lift heavy objects on a regular basis.
- Current and relevant certification in Wilderness or First Aid Medicine (WFA, WAFA, WFR) with CPR/AED.
- Current WA State Commercial Applicators License
- Experience in working with conservation programs.
- Desire to work on a variety of conservation-based projects.
- Conflict resolution skills.
- Willingness to commit fully to the program and its mission.
- Ability to work in a small, cohesive team.
- Experience leading groups or teams.
- Appreciation for the natural world, conservation & outdoor recreation.

Essential Eligibility Requirements:

Essential eligibility requirements for the program must be met. If you are unable to meet certain requirements, we may be able to assist you with some modification unless it alters the fundamental nature of the program, compromises the health and safety of participants or staff, or places an undue financial or administrative burden on the organization. These requirements are written the same for all positions and therefore may not apply directly to your position.

- Frequently required to walk, hike, sit and talk or listen.
- Regularly lift and/or move up to 50 pounds.
- Specific vision abilities required by the job include close vision and the ability to focus.

- Must have WA State Driver's License to drive SCD vehicles.
- Must be able to speak, understand, read, and write English.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Safety & Risk Management

- Assist with and promote the crew's physical safety on and off the work site.
- Assist with the transport of crew and equipment safely in SCD vehicles with trailers.

Please fill out SCD Application form and return either through mail or email. If you have any questions, please call (509) 535-7274 ext 224 (Walt Edelen).

Walt Edelen
Water Resources Department
Spokane Conservation District
4422 E. 8th Ave.
Spokane Valley, WA 99212

Or

Walt-edelen@SpokaneCD.org

All programs and services of the Spokane Conservation District are offered on a nondiscriminatory basis, without regard to race, color, national origin, religion, sex, marital status or disability.

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