



Job Announcement

Position: Siuslaw Watershed Council (SWC) Restoration Field Crew Member

Pay and Benefits: Starting pay is between \$15-16 per hour, commensurate with experience and with annual increases based on performance evaluations. SWC offers excellent benefits after a probationary period including a 401k retirement plan; health, dental and vision insurance; vacation and sick leave; and 9 paid holidays per year.

Duration and Timeline: The Crew Member position is funded through multiple grants and contingent upon future grant funding. There is a six-month probationary period to ensure applicant selected is qualified to perform the job and achieve regular status. Position is open until filled.

Work Schedule: 40 hours/week

Location: SWC office (Mapleton, Oregon) and multiple restoration sites in the Siuslaw Watershed, Siltcoos, and Tahkenitch sub-basins.

Application: There are two required and one optional step to apply:

1. Complete a Cardinal Employment Services application at <http://www.cardinal-services.com/>, noting the position title: Siuslaw Watershed Council Restoration Crew Member. **(Required)**
2. Submit a résumé to Cardinal Employment Services. **(Required)**
3. Submit a cover letter to Cardinal Employment Services. **(Optional)**

Siuslaw Watershed Council Mission Statement:

The Siuslaw Watershed Council supports sound economic, social and environmental uses of natural and human resources in the Siuslaw River Basin and Coastal Lakes. The Council encourages cooperation among public and private watershed entities to promote awareness and understanding of watershed functions by adopting and implementing a total watershed approach to natural resource management and production.

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Summary of the Position:

Under the direction of the SWC Restoration Field Crew Leader, the SWC Field Crew Member (Crew Member) will:

- Maintain native tree plantings by clearing brush and grass away from seedlings and young trees.
- Protect trees by constructing fencing and installing wire cages.
- Control invasive species by hand-pulling and brushing.
- Conduct spawning, habitat, and vegetation surveys utilizing ODFW's [OASIS Spawning Survey](#), and [AQI habitat inventory protocols](#). (SWC provides training in partnership with ODFW).
- Track accomplishments using photos, data sheets, and occasionally in spreadsheets.
- Participate in staff meetings and work collaboratively and enthusiastically as a team member in our small nonprofit to accomplish organizational goals and objectives.

The Crew Member will primarily work outdoors, on USFS and BLM managed lands, and in riparian areas of non-industrial timber private properties. Crew members work in all weather throughout the year. Applicants should be aware that the crew works in inclement weather in the winter on the coast and may encounter all weather hazards associated with winter coastal storms.

Requirements:

- Must maintain reliable transportation capable of transporting tools and equipment (weed eaters, shovels, fencing materials) to remote restoration sites on gravel roads. *This position requires frequent travel in personal vehicle from the office in Mapleton to stream restoration sites throughout the Siuslaw watershed from the coastal lakes around Florence extending eastward to Blachly, Walton, and Lorane. SWC staff are reimbursed for approved mileage at the state rate (currently \$0.58/mile). Restoration crew members often drive directly to restoration sites or park-and-ride locations to be picked up by the Restoration Crew Leader.*
- Must have and maintain a valid Oregon Driver's License, insurable driving record, and sufficient auto insurance.
- Must be able to distinguish between native and introduced plants species (e.g. so you don't mow over native species).
- Knowledge or experience related to natural resources, restoration, or planting preferred.
- Knowledge of, or experience with, reading maps, maintaining field notebook and taking accurate field notes, collecting field data using notebooks and tablets, and taking field photos.
- Interest in pursuing a career aligning with SWC mission (habitat restoration, natural resources, etc.) See above mission statement and our website: www.siuslaw.org
- Must demonstrate excellent communication and organization skills and the ability to work independently or with fellow crew member(s) after initial instruction from managers or

Crew. Teamwork is a central skillset of this position, the crew works together in a small team in inclement weather in remote locations for long days and good communication and teamwork is absolutely critical to the success of the crew to complete their work.

Candidates should demonstrate experience and willingness to work collaboratively on a crew to accomplish tasks and facilitate a positive working atmosphere in the face of challenging conditions and tasks.

- Must be able to work positively with community members, other Siuslaw stakeholders, and SWC staff. Must be a cooperative member of a multi-person crew based out of Mapleton. Must be willing and able to advance the positive image of the SWC in the community and to stakeholders, partners, donors and funders.

Physical Requirements and Working Conditions:

- Must be comfortable working outdoors (even in inclement weather) most days of the year.
- Must be able to carry heavy equipment and supplies, exceeding 25 lbs, over uneven terrain in inclement and hot weather.
- Must be able to perform prolonged stooping, kneeling squatting and lifting.
- Must be able to safely use mowers, weed whackers and augers, etc.
- Must be able to safely use construction tools for construction of fencing and caging (hammer, t-post driver, auger, tape measure, etc.).
- Must be able to lift, push and/or pull objects which will exceed 25 pounds as a frequent aspect of the job.

Funding for this position comes from multiple sources, including federal grants.

In accordance with Federal Law and U.S. Department of Agriculture and U.S. Department of the Interior policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, or disability. The Siuslaw Watershed Council values diversity, equity and inclusion and actively works to foster a working environment which promotes these core values.