



Job Announcement – Seasonal Restoration Technician

Job Description: Mid-Columbia Fisheries (MCF) is recruiting for seasonal restoration technician positions for the 2023 work season. We are seeking hard-working, adaptable, enthusiastic, and dedicated individuals interested in working on habitat restoration projects. Applicants must be willing to perform sustained, strenuous manual labor in all kinds of weather conditions. Restoration technicians will often work within a crew, but will work independently or with other MCF staff, landowners, agency partners, volunteers, students, and interns. Work will occur throughout the Yakima Basin under the supervision of the Restoration Crew Supervisor, Stewardship Assistant and Assistant Crew Supervisor. The work location is Ellensburg, WA. The positions are 40 hours per week; subject to workload or weather conditions that will reduce work hours. The crew will spike (camp) occasionally for 3 nights during a 4-day work week when working at remote field sites; typically, 1-3 weeks of spike work occur per year.

Primary Responsibilities:

Anticipated work includes the following:

- Restoring and enhancing salmonid habitat through planting native trees, shrubs, and grasses.
- Performing stewardship and site maintenance, such as mulching and irrigation at project sites.
- Removing invasive weeds (mowing, brush cutting, and manual removal).
- Constructing and repairing fences.
- Assembly of irrigation systems at restoration sites.
- Incorporating large woody debris and beaver dam analogs (BDAs) into floodplains.
- Pesticide application for weed control in both large and small project areas.
- Maintaining tools and equipment, including orderly tool and plant materials storage, and vehicle maintenance.
- Performing public outreach and supervision of volunteers and interns as directed.
- Assisting with establishment and collection of site and stream data.
- Assisting staff with educational outreach in classroom and outdoor settings.

Required Skills and Qualifications:

- Must be dependable, self-motivated, and demonstrate a positive attitude.
- Must demonstrate the ability and willingness to perform all aspects of the work, including:
 - Being comfortable working in remote areas without cell phone coverage.
 - Able to perform physically demanding manual labor outdoors on strenuous terrain in all types of weather.
 - Repetitively lifting 50 lbs. into and out of trucks, walking 3 miles daily over steep or uneven terrain, and operating power tools for 6-8 hrs. per day.
 - Able to safely operate hand and power tools such as brushcutters, water pumps, chainsaws, power auger, small tractors, sledgehammer, planting bars, pruners; and
 - Bending, squatting, kneeling, lifting overhead, and other repetitive movements.
 - Work up to 10 hours/day for 40 hours per week
- Must be willing to take direction from MCF supervisory staff and project managers.
- Must be comfortable to occasionally spike (camp) occasionally for 3 nights during a 4-day work week when working at remote field sites far from services; and be willing to occasionally work Friday or Saturday at discretion of Supervisor.
- Communicate respectfully with fellow crew members, supervisors, volunteers, interns, landowners, and others.
- Able to adapt quickly to changes in work schedule.

- Comfortable working around water; and hazardous conditions
- Ability to use personal protective equipment and waders (provided by MCF)
- Must comply with MCF policies and safety procedures
- A valid driver's license, clean driving record, and the ability to safely operate vehicles
- Must be at least 18 years of age
- Must provide your own personal work clothes, boots, and backpack for daily personal items, such as lunch and water bottles.

Desired Qualifications:

The following qualifications are desired. All applicants are encouraged to apply even if you do not have all of the desired qualifications; if a candidate is a good fit for the crew, desired qualifications may be learned on the job.)

- Experience performing manual labor
- Knowledge and skills related to native plant identification and revegetation techniques
- Knowledge of or experience with power tools, and understanding the safety, and environmental protection measures for power tools
- Experience navigating and use of handheld GPS and maps
- Experience using computers and Microsoft Office software
- Bachelor's degree in biology, environmental sciences, fisheries, natural resources, or a related field
- Knowledge and skills related to stream restoration and salmon habitat needs

Pay: Pay range is equivalent to the GS scale, between GS 5-1 (\$18.06) and GS 5-3 (\$19.27); offered rates are dependent on experience.

Position Duration, Schedule, & Benefits: Positions duration is March 6, 2023 through November 30, 2023, subject to change based on weather and work availability. Technicians work full time, Monday through Thursday, 10 hours per day; work schedule will change to Monday through Friday, 8 hours per day, in the fall due to shortened daylight hours, as directed by the Crew Supervisor. Candidates should anticipate some flexibility in their work schedule, especially in July and August.. The positions include accrual of sick and vacation leave (one day per month each), and holidays. . Unpaid leave may be granted at the discretion of the supervisor and must be requested in advance. Technicians are temporary seasonal status with a 90-day probationary period.

To Apply: A complete application should include a cover letter, resume, and three references. Please email one electronic copy of your application to rest_tech@midcolumbiafisheries.org Applicants are encouraged to call Aaron Balagot at 206-354-7641 to confirm that we have received your application materials.

Application Closes: Positions are opened until filled. We will begin reviewing applications as they are received.

Mid-Columbia Fisheries Enhancement Group is a non-profit, community-based group dedicated to restoring self-sustaining populations of salmon and steelhead. Mid-Columbia Fisheries works with landowners and community partners to protect and restore fish habitat. The Mid-Columbia region includes the Yakima Basin, the Klickitat, White Salmon, and Wind Rivers, and numerous smaller tributaries in Skamania, Klickitat, Benton, Yakima, Kittitas, and Franklin Counties. It is the policy and intent of the MCF to provide equal employment opportunity for all persons regardless of

race, color, religion, national origin, marital status, political ideology, sexual orientation, status with regard to public assistance, disability, sex, or age. MCF intends to act nondiscriminatory in all acts related to recruiting, hiring or promotion of staff. For more information about us please visit our website: <http://midcolumbiafisheries.org/>