



SOUTH WASHINGTON WATERSHED DISTRICT

JOB CLASSIFICATION: Specialist (Grade 4)

POSITION TITLE: Watershed Restoration Specialist

HOURS: Full Time-Exempt (FLSA)

REPORTS TO: Administrator

SALARY/BENEFITS: The anticipated hiring range is \$68,000 to \$80,000 depending on qualifications and experience, plus paid personal time off, PERA retirement contributions, medical and dental insurance with health savings account (HSA) contributions, and hybrid work environment. The full salary range is \$68,000 to \$97,000/year.

POSITION OBJECTIVE

This position is responsible for implementing work in support of South Washington Watershed District's (SWWD) watershed and natural resources restoration programs. Primary responsibility is performing and managing prescribed natural resource management activities at terrestrial and aquatic sites across the District. Secondary responsibilities include providing support for watershed and natural resource planning, project development, and education and outreach.

ESSENTIAL FUNCTIONS

1. Natural Resources Management

Coordinate and implement prescribed natural resources management work. This will include hands on work like mowing, mechanical and chemical weed control, and seeding and planting. Also includes coordinating and managing work by SWWD consultants and contractors.

2. AIS and Aquatic Vegetation Restoration

Coordinate and implement aquatic invasive species control and aquatic native vegetation restoration programs. This will include extensive coordination and consultation with MnDNR staff and managing work by SWWD consultants and contractors. Also includes hands on work like operating a canoe or small boat, sampling aquatic vegetation, harvesting and planting aquatic vegetation.

3. Program Coordination

Collaborate extensively with other SWWD staff, local government and non-government partners, and residents to implement water and natural resources program areas.

4. Natural Resources Management Assessment and Planning

Under the direction of SWWD's Senior Restoration Ecologist and other staff, assist with assessment of vegetation communities and develop natural resource management plans.

5. Program Support

Provide support for SWWD's inspection, operation and maintenance, education and outreach, and watershed restoration programs. Includes providing support both in office and in field at direction of other SWWD staff.

6. Other Duties as Assigned

SWWD is a small organization requiring employees to routinely perform duties outside of their immediate focus area.

MINIMUM QUALIFICATIONS

- Bachelor's degree in the field of Natural Resources, Landscape Ecology, or related field
- Minimum of four years of experience related to specified program areas
- Licensed pesticide applicator, or ability to obtain within 6 months of date of hire

KNOWLEDGE, SKILLS and ABILITIES

- Strong native and non-native plant identification.
- Comfortable and confident in operating hand tools, mowers, weed whips, hand and backpack sprayers, chainsaws, canoes, and small motorboats.
- Knowledge of watershed management, surface and groundwater hydrology, natural resource management, soils and biology.
- Effective verbal and written communication skills, used to develop effective cooperative relationships with contractors, SWWD staff, and SWWD partners.
- Ability to take direction, work independently with minimal supervision, use good time management practices, set priorities, and balance work.
- Must have a valid driver's license.
- Lifting up to 50 lbs., physical labor and general building skills will be required.
- Performance of frequent assessments of sites over uneven terrain and on sites under active construction.

(The examples given above are intended only as illustrations of various types of work performed and are not necessarily all-inclusive. This position description is subject to change as the needs of the employer and requirements of the position change.)

NON-DISCRIMINATION POLICY

The South Washington Watershed District will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, disability, age, marital status, sexual orientation, or status about public assistance.