



Job Announcement: Habitat Restoration Coordinator

Posting Date: January 16, 2024

Closing Date: First review of applications begins February 1, 2024;
Open until filled

Skagit Fisheries Enhancement Group (SFE) is seeking a new team member with an interest and enthusiasm for engaging landowners in doing salmon habitat restoration. The Habitat Restoration Coordinator will work with our team to broaden our ability to implement high priority salmon recovery projects with an emphasis on improving fish passage. They will use their scientific background to assess restoration opportunities and use their community building skills to work with project partners, funders, and landowners to develop projects that open more habitat for salmon and steelhead.

POSITION SUMMARY:

The Habitat Restoration Coordinator is a key part of the SFE Habitat Program, working with the SFE Habitat Team, private landowners, conservation agencies and volunteers to implement on-the-ground salmon habitat restoration. This position assists the Restoration Ecologist with planning, permitting, construction, and monitoring of multiple salmon habitat restoration projects with an emphasis on fish passage improvement projects. The Coordinator leads the spawner survey program, culvert inventories, and associated habitat assessments. This position coordinates field crews, volunteers and interns to conduct work related to fish passage improvement related work and monitor fish use at project sites.

About Skagit Fisheries Enhancement Group:

The Skagit Fisheries Enhancement Group (www.skagitfisheries.org) is a nonprofit a leader in Skagit River watershed salmon recovery, community engagement and environmental education for the last 30 years. The Skagit River, which flows for 160 miles, is the ancestral home of four Native American tribes, and is the only large river in Washington with significant populations of all five species of salmon found on the U.S. West Coast. We consist of a team of experienced staff, advised by key watershed stakeholders, and supported by hundreds of volunteers. We believe that a community working together to restore and protect watersheds will ultimately result in larger and sustainable salmon populations. We accomplish our mission by restoration and stewardship of critical watershed habitat, community outreach and educating the next generation through our K-12 programs. Over our 30+ year history, we have removed and replaced over 70 fish passage barriers opening over 100 miles of streams to salmon and steelhead.

MAJOR DUTIES AND RESPONSIBILITIES:

- Conduct site surveys and assist in developing habitat restoration projects, primarily targeting improving fish passage, but may also include stream habitat restoration.
- Oversee fish passage inventory, assessment, and prioritization including culvert surveys, habitat surveys, data collection and data entry.
- Complete and submit permit applications for habitat restoration projects (e.g. JARPA, SEPA, FPA, ESA).

- Assist with contract development and participate in contractor selection for fish passage improvement projects.
- Lead construction observation and ensure that SFEG employees and/or contractors are complying with all relevant permits and contract conditions. Complete and/or oversee environmental monitoring as required by permits (e.g. water quality sampling).
- Oversee the implementation of habitat improvement projects including constructing erosion control structures and implementing other BMP's to reduce impacts to waterways during construction activities.
- Assist with developing grant proposals for habitat restoration projects primarily targeting fish passage improvement.
- Lead spawner survey program, including oversight of volunteer training, coordination with AmeriCorps and interns, maintaining landowner relationships, and coordination with WDFW on annual target streams.
- Oversee spawner survey database and ensure data is compiled to effectively share with relevant agencies, funders, volunteers, and landowners as needed.
- Develop protocols for project implementation & effectiveness monitoring; analyze and report data to permit agencies, funding entities, and watershed restoration partners.
- Complete reporting requirement for grants including progress and final reports.
- Work within prescribed project budgets and timelines and keep track of daily activities.
- Supervise volunteers and interns to perform tasks related to job description.
- Perform other duties as assigned.

REQUIRED EDUCATION, EXPERIENCE AND TRAINING FOR POSITION:

- Bachelor's degree in fisheries, biology, aquatic ecology, or environmental science, plus at least two years of relevant professional experience.
- Training and experience utilizing the current WDFW Fish Passage Inventory, Assessment, and Prioritization Manual

REQUIRED SKILLS/KNOWLEDGE/ABILITIES FOR POSITION:

- Knowledge and skills related to stream restoration and salmon habitat needs.
- Experience conducting salmon spawning surveys in small streams.
- Experience with fish passage barrier survey and evaluation.
- Prior experience implementing restoration projects, including fish passage projects.
- Experience with site survey, and construction site management and logistics. Able to read and understand engineering drawings.
- Strong understanding of salmonid life histories, identification (both adult and juvenile) and habitat requirements.
- Knowledge and understanding of watershed processes, especially as they relate to formation and maintenance of riverine habitats.
- Demonstrated ability to work well with others, including regulatory and funding agencies, landowners, and other stakeholders.
- Prior experience with assessment and monitoring of instream and floodplain habitat. Must understand and demonstrate expertise in topographic surveying.
- Experience using field survey equipment such as auto levels, compass, YSI meters, current meters, mapping grade GPS, digital cameras.

- Proficient in communicating effectively both in verbal and written format with a diversity of stakeholders.
- Ability to effectively recruit, train and coordinate volunteers, interns and work crews.
- Comfortable working around heavy equipment such as excavators.
- Comfortable working in and around water with currents and in the safety measures associated with the use of small boats.
- Ability to operate four-wheel drive truck and trailer.
- Must be able to provide own transportation when SFEG vehicles are not available. Approved mileage will be reimbursed.
- Willingness to perform duties in all types of weather and terrain.
- Able to perform physically demanding manual labor outdoors, at remote locations, on difficult and hazardous terrain in all types of weather.
- Proficient with computers and the use of Microsoft Office and GIS software.
- 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.

REQUIRED LICENSES OR CERTIFICATIONS:

Must have and maintain throughout employment a valid Washington State Driver's License

- Must be willing to obtain Washington State Certified Erosion and Sediment Control Lead (CESCL)
- 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 frequent, physically demanding work, in the outdoors, at remote locations, on difficult 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.
- Must be able to lift 40 lbs into and out of trucks.
- Ability to walk up to 3-miles over steep or uneven terrain.

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.

- Current CESL certification desirable.

Comfortable in the safe operation of hand and power tools such as chainsaws, power auger, and small tractors.

- CPR and First Aid Certified.

Position Title: Habitat Restoration Coordinator
Supervised By: Restoration Ecologist
Supervises: Volunteers and Interns
Coordinates: Field crews and contractors related to Habitat Restoration Coordinator duties
Classification: Regular Full-Time, Non-Exempt (hourly)
Work Schedule: Generally works four 10 hour days (Monday through Thursday) with flexibility to work remotely from home.
Pay Range: \$23.00-\$31.00/hour, DOE (depending on qualifications and experience) plus benefits (medical, dental, retirement, vacation, sick and holiday pay)

TO APPLY:

A complete application includes: a cover letter, resume, and a list of three professional reference contacts.

Email application materials (as **one pdf** document) to: kyreiss@skagitfisheries.org
with Subject Line: **Habitat Coordinator Position**

This position is open until filled.

For more information please visit www.skagitfisheries.org
Or contact Yuki Reiss at 360-770-3177; Email: kyreiss@skagitfisheries.org

SFEG actively seeks a diverse applicant pool and encourages candidates of all backgrounds to apply. SFEG provides equal opportunity for employees and applicants without regard to race, color, religion, national origin, gender, age, sexual orientation, sensory, physical or mental disability, veteran status, protected genetic information or any other status protected under state or federal law.