

**Harney Soil and Water Conservation District  
Hines,OR**

**Position**

**SWCD Agricultural Resource Conservationist**

**Who is Harney Soil and Water Conservation District:**

Harney Soil and Water Conservation District (HSWCD) helps landowners and managers plan and apply conservation practices that conserve water, maintain soil health and productivity, enhance wildlife habitat, and improve watershed function.

**More about our location:**

Harney SWCD is located in Hines, Oregon which is a small rural town in the high desert of Harney County in Eastern Oregon Home to the Steens Mountains, and covers 10,226 square miles in southeastern Oregon. Far from the wet coastline and forested mountains that characterize the state's western region, this high-desert country is full of volcanic craters, craggy mountain peaks, back roads and abundant wildlife. This area is full of local recreation opportunities which include hunting, backpacking, hiking, hot springs, ATV riding, bird-watching, and more. Residents in this area come from farming and ranching families that have worked the land here for generations. Head to Oregon's high desert to discover a land of wild beauty and Old West welcome. To learn more about this great area, visit Harney County at <http://www.co.harney.or.us/>

**What you'll be doing:**

The main focus of this position will be to provide technical assistance agricultural landowners to improve water quality and natural resource conditions in Harney County, Oregon. This position will help the District Manager facilitate regular stakeholder coordination meetings, develop and provide review of conservation projects, and assist partner organizations in prioritizing and acquiring funding for conservation projects. This involves outreach to landowners, coordinating development of proposals, grant writing, review of budgets, providing oversight of contractors, obtaining and reviewing completion and monitoring reports, and coordinating with funders.

**Some of what you'll be doing:**

- Build and maintain collaborative relationships with private landowners, local/state/federal agencies, tribal entities, and other conservation organizations to successfully plan and implement conservation projects
- Assess the need for assistance to individual landowners/managers who want to upgrade an existing land management plan or develop a new plan and prioritize where technical assistance will be provided.
- Assist individual landowners in the building and implementation of land management plans through the design of planned practices.
- Assess irrigation practices, and assist landowners in improving water management for their property.
- Recognize the need for stream restoration and re-vegetation practices for water quality improvement.
- Perform vegetation and natural resource inventories.
- Identify and prioritize broad range of restoration opportunities, including helping to secure project funding.
- Project tracking, management and reporting as stipulated by funding agencies.
- Coordinate and facilitate stakeholder meetings, participate on natural resource committees, participate in Harney SWCD Board meetings and provide project updates and recommendations.
- Prepare technical reports on monitoring results and annual progress reports.
- Develop Harney SWCD outreach and engagement activities and events, occasionally develop website content and education/outreach materials.
- Work with SWCD staff to build and maintain organization's GIS architecture.

**Who you are:**

The person in this position should have a working knowledge of watershed management, conservation planning, restoration, and monitoring. This person must have a commitment to a collaborative, partnership-based environment and knowledge of watershed councils and local, state, and federal natural resource agencies. This person should exhibit the ability to work independently and as a team member with excellent interpersonal skills, excellent verbal and written communication skills, and effective time management. The ability to prioritize and manage multiple projects/deadlines is key to success in this position.

Your success will be driven by your demonstration of our Mission, Vision and Core values. More specifically related to this position, the successful candidate possesses the following:

- Bachelor of Science in a field that emphasizes the principles exhibited within this job announcement (such as, agriculture or natural resource) or a minimum of 3 years work experience involving these principles may be substituted;
- Exhibit knowledge in natural resource conservation project development which includes, plant identification, understanding of riparian restoration and upland restoration;
- Experience with Microsoft software, be capable of creating complex documents in Microsoft Word and possess good English writing and proofreading skills;
- Experience with ARCGIS mapping software and GPS;
- Demonstrated experience with grant writing, writing reports, and writing for a non-science audience.
- Have the ability to manage diverse tasks each day and understand and implement instructions from multiple contributors;
- Strong project management skills including setting and implementing effective goals and objectives, problem-solving, time-management, contract and grant management, and developing public awareness activities;
- Requires perseverance and good human relations skills;
- Experience facilitating meetings and resolving conflicts;
- Must be comfortable working in multi-disciplinary teams and be able to maintain deadlines;
- Must have demonstrated ability to lead and execute projects;
- Required skills include; demonstrated ability to communicate effectively and positively with private landowners; develop, encourage and maintain strong respectful relationships with coworkers, collaborators and partners; accept supervision and work independently; tolerate difficult and sometimes tedious work conditions; abide by all applicable organizational policies.

**Compensation:**

This is an hourly position \$22.95 - \$29.84 hourly.  
Paid holidays, Vacation, Sick and Benefit package

**Appointment Type:**

Full time; Year-round; Limited duration based upon funding

This position has been reviewed and permitted for offsite work allowance depending on the individual and location. Workload coordination, non-supervisory.

**Multiple Positions:**

This recruitment may/will be used to establish a list of qualified candidates to fill current vacancies - permanent, full-time, part-time and seasonal positions.

**Working Conditions**

- Work is conducted in all kinds of weather throughout the year, at times working long hours or with uneven work hours.
- Interactions with the public, local residents, and other partners is frequent and requires a well-developed sense of diplomacy.

- This position requires the ability to walk on uneven steep terrain for long periods of time, in all kinds of weather throughout the year.
- Fieldwork will involve working in and around such locations as farms and ranches; rivers, streams, and ponds; dense vegetation or woodlands; and other areas with steep, slippery, muddy, or rocky terrain. Must be able to navigate such terrain, as well as wear proper attire for these occasions.
- This position may require the use of an All-Terrain Vehicle (ATV), the operation of 4WD vehicles and may require towing trailers in rough terrain.
- This position requires extensive use of GPS units, Tablets, Computers and associated applications in an office setting as well as in field setting.
- This position requires periodic travel for conferences, workshops, training, and daytime and evening meetings. Travel for these duties may be outside of normal working hours and may last as long as one week.
- To perform duties, must serve as an incidental motor vehicle operator during daylight hours, or after dark. In order to carry out these duties a valid driver's license is required. Use of the employee's private vehicle may be required.
- Employees shall perform job duties in a prudent and sensible manner, following established protocols to ensure safety.

**How to apply:**

Submit the following materials to:

Attn: District Manager at Harney Soil and Water Conservation District

1. Position Application
2. Resume
3. Cover Letter
4. Three references
5. Email: [dmharneyswcd@gmail.com](mailto:dmharneyswcd@gmail.com)
6. Mail: PO Box 848, Hines, OR 97738
7. Application Deadline: April 17, 2020 - 5:00 pm

This is an immediate opening - Positions may be filled at any time prior to April 15, prompt submission of your application is encouraged.

**Non-discrimination**

Harney Soil and Water Conservation District provide services without discrimination. For all programs and activities, Harney Soil and Water Conservation District prohibits discrimination on the basis of race, color, national origin, age, disability, sex, sexual orientation, gender identity, religion, reprisal, veteran status, marital status, and where applicable, political beliefs, familial or parental status, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the District. Harney Soil and Water Conservation District is an Equal Opportunity Employer.