

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

Position

Sage Grouse Program Monitoring Technician

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, 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 open expanses of sagebrush steppe, 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 assist HSWCD, who holds the permit from the US Fish and Wildlife Service for the implementation of the Greater Sage Grouse Candidate Conservation Agreement with Assurances (CCAA) in Harney County. Under this permit HSWCD is responsible for development, implementation, and monitoring of Site Specific Plans with land owners in Harney County. Lands enrolled in a CCAA are required to maintain or improve sage grouse habitat on private lands in exchange for non-regulatory assurances. As landowners enroll in the program and agree to implement Conservation Measures, HSWCD establishes monitoring locations to determine if habitat objectives are being achieved and to help identify ecological trend.

Some of your specific tasks:

- Build and maintain collaborative relationships with private landowners.
- Establish (and revisit) long term monitoring plots; collect the vegetative species and cover data from those plots.
- Develop and understanding of specific monitoring techniques such as photo point monitoring and Modified Pace 180 nearest plant method
- Project tracking, management and reporting as stipulated by project requirements, partners and funding agencies.
- Prepare technical reports on monitoring results and progress reports.
- Other duties may include but are not limited to filing, answering phones, taking notes, juniper layout, site inspections, grant writing, and proficiency with computer programs such as Excel and Word. ArcGIS experience is a plus.

Who you are:

The person in this position should have a working knowledge of natural resources, must be familiar with and be able to identify Northern Great Basin rangeland plant species. The individual must be able to interact with landowners in a polite and courteous manner as well as keeping locations and identities' confidential. 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:

- College student exhibiting an interest in a field of study that emphasizes the principles exhibited within this job announcement (such as, agriculture or natural resource) or anyone with work experience involving these principles may apply;
- 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;
- Experience with ARCGIS mapping software;
- Must have an understanding of GPS to find locations;
- Demonstrated experience with writing reports and data entry into online tablet data systems;
- Have the ability to manage diverse tasks each day and understand and implement instructions from multiple contributors;
- Strong time-management and communications skills;
- Requires perseverance and good human relations skills;
- Must be comfortable working in multi-disciplinary teams and be able to maintain deadlines;
- 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 \$16.00 - \$20.26 hourly, position generally starts at beginning scale DOE.

Appointment Type:

Seasonal part time to full time, temporary at will position; for period of work beginning June 2021 through September 2021. The season may be shortened or extended depending on needs. Individuals hired under this announcement are eligible for rehire in subsequent service years. This position has been reviewed and permitted for offsite work allowance depending on the individual and location.

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 season, 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.
- 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/will require the use of an All-Terrain Vehicle (ATV), the operation of 4WD vehicles and may/will 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: jason.m.kesling@gmail.com
6. Mail: PO Box 848, Hines, OR 97738
7. Application Deadline: **Open until filled**

This is an immediate opening - Positions may be filled at any time, 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.