

Harney SWCD Rangeland Biologist

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 person in this position's main focus will be to provide technical assistance to landowners enrolling private lands into Sage-Grouse Candidate Conservation Agreements with Assurances (CCAA). You will survey properties, gather history and write - Site Specific Plans (SSPs) for private properties that wish to enroll in the CCAA program. The successful candidate will be working to develop long-term funding strategies for implementation of projects. The Sage Grouse Habitat and Rangeland Restoration Planner will focus on providing conservation program delivery and support to ensure the maximum number of landowners are enrolled and are actively engaging in conservation efforts as outlined within their Site Specific Plan. You will work with District staff, partner agencies and private landowners on conservation strategies and measures for identifying additional resource investment areas.

This position will focus on the following habitats for Greater Sage-grouse and other Sage-steppe obligates:

- Sagebrush steppe communities
- Riparian areas/wet meadows
- Agricultural/native grassland interface areas

Geographic Focus Area:

All lands within Harney County with program emphasis on private land Preliminary Priority Habitat (PPH) & Preliminary General Habitat (PGH) within Harney County CCAA jurisdiction. Coordinated resource management with federal lands is an important planning component to CCAA, Site Specific Plan (SSP) documents. There may be work in adjacent counties as work assignment requires.

Specific tasks and responsibilities:

Provide delivery & technical support for habitat conservation projects.

- Conduct outreach to private landowners through in person meetings, telephone, or other mechanisms to identify opportunities for conservation of sage-grouse and other sagebrush obligate species.
- Conduct site visits with the landowner and field office (FO) to provide technical guidance on developing conservation plans that address ecological and wildlife resource concerns.
- Develop voluntary conservation agreements to improve or maintain habitat conditions on private lands. (Baseline inventory, screening and ranking, ARCGIS mapping).
- Conduct annual monitoring and provide written reporting to US Fish & Wildlife Service (USFWS) and others as necessary.
- Identify potential grant opportunities through private foundations and the state and federal government, and match grant opportunities with needs within the District.

- Write grant proposals for private, state and federal funds with emphasis placed on sustaining capacity and Conservation Measure (CM) implementation.

Identify, develop and provide formal trainings, workshops, and products for information and outreach.

- Collaborate with local, state, federal, NGO, tribal, and other stakeholders to formulate program level and strategic plans to address issues/opportunities related to the CCAA and maintaining working landscapes for wildlife.
- Identify and secure funding to enhance efficiencies for outreach, development, implementation, and monitoring activities associated with the Harney County CCAA.
- Provide partners and landowners with on-ground training; (as needed or requested.)
- Wildlife education and outreach for the general public (landowners, youth groups, community organizations, etc.).
- Write wildlife and rangeland management related articles for district website and other publications.
- Develop and implement communications strategies and tools, provide for adequate recruiting and facilitate community capacity building and interest in the CCAA (to include but not limited to) media releases, social media, web presence and participation in community meetings.

Sustain cooperative working relationships.

- Assist Sage Grouse Coordinator and participate in Harney County CCAA steering committee as necessary.

Develop technical proficiency.

- Attend trainings as needed for professional development.
- Become proficient with records management, as it pertains to privacy requirements of Oregon law.

Who you are:

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 tablet interface
- Organized, detail oriented and comfortable working in and maintaining different types of databases and Excel spreadsheets;
- Have the ability to manage diverse tasks each day and understand and implement instructions from multiple contributors;
- Requires perseverance and good human relations skills;
- 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, position generally starts at beginning scale DOE. 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.

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.
- This position may also 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 and Computers and associated applications in an office setting as well as in field setting.

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: April 17, 2021 - 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.