

10,000 YEARS INSTITUTE

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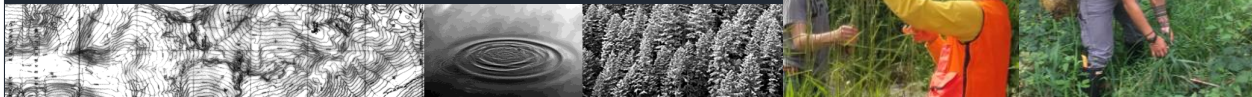
Washington Coast Restoration and Resiliency Initiative

Job Announcement

JOB TITLE: Restoration Crew Lead
PROJECT: Pulling Together in Restoration – Phase 5
DATE: January 2024, onward
STATUS: Full-time, Permanent
SALARY: \$18 - \$22 per hour, DOQ
CONTACT: Jill Silver, Executive Director, jsilver@10000yearsinstitute.org

OUR MISSION

10,000 Years Institute works toward community, ecological, and climate resilience in the Pacific Northwest. We evaluate the effects of human activities on natural environments – the forests, rivers, wetlands and estuaries that sustain our communities and ecosystems. We develop innovative, science-based approaches to restore ecological integrity, and promote sustainable practices in landscapes across the region.



BACKGROUND:

10,000 Years Institute (10KYI) is a 501(c)(3) non-profit organization conducting applied research, watershed ecological services, and education. Founded in 1992, 10KYI has been developing innovative invasive species programs along the coast of the Olympic Peninsula of Washington State for the past decade: <http://www.10000yearsinstitute.org>

The Pulling Together in Restoration (PTIR) project is an invasive species prevention and control program working across eight watersheds on Washington State's west Olympic Peninsula, providing training and jobs for local communities. The project provides prevention of and education about non-native invasive plants harming native plant communities and habitats. Funded through the state legislature and part of the Washington Coast Restoration and

Resiliency Initiative (WCRRRI), the PTIR project builds upon existing invasive species control projects in coastal watersheds to address invasion vectors and pathways associated with natural resources management, recreation, transportation, municipal, industrial, and residential activities. Preventing the spread of invasive plants increases ecosystem resiliency, protects native biodiversity, and supports natural resource-based industries. 10KYI has established local watershed strike teams working with diverse communities, industries, restoration project sponsors and recreational entities to reduce and eliminate new invasive threats, and to identify priorities for action as they arise.

10,000 Years Institute develops research and restoration projects that support diverse workforces, promote stewardship in local communities, and strengthen natural resource economies across forested ecosystems and watersheds. We appreciate that a workforce consisting of different backgrounds and experience provides new perspectives, skills, and approaches to meeting our mission.

JOB DESCRIPTION:

10KYI is seeking highly motivated and dependable applicants to fill full-time Restoration Crew Lead positions. As a supervisor of a restoration crew, the primary focus of this position is to oversee and lead Restoration Technician crews to locate, map, and control invasive plants along roads, rivers, and in the forests and developed areas of the west Olympic Peninsula. Under supervision and independently, Restoration Crew Leads (RCL) drive, hike, and/or boat to project sites, and work in teams to survey and complete specific treatments to non-native invasive plants. A typical 10-hour workday consists of 6-8 hours of in-the-field physical labor and may include irregular hours. Where needed, low-risk herbicides are applied with backpack or hand sprayers, and lab-wash bottles. Manual treatments utilize loppers, handsaws, and other hand tools. Additional duties include data collection with digital devices, planting native species, and maintaining gear and vehicles. This position may include a small amount of out-of-town travel for which overnight accommodation is provided.

The position reports to 10KYI's Project Coordinator and Executive Director.

DUTIES & RESPONSIBILITIES:

This is a labor-intensive supervisory position requiring good interpersonal communication and organizational skills. The RCL should expect to spend >80% of the time working outdoors in all weather conditions. Specific duties and responsibilities include:

- Collaborate with other staff to help implement invasive plant species prevention and control programs using 10KYI and other best management practices and policies
- Plan, develop, and relay daily and weekly work plans to restoration technician crews
- Supervise and conduct surveys to locate, map, and control invasive plants species in a variety of forested and open riverine habitats, pastures, gravel mines, along roads, and in developed sites
- Ensure crews are conducting treatments in a legal manner, efficiently, effectively, and safely, and track treatments per state, county, and partner requirements
- Maintain a positive team environment, model hard work and collaboration
- Ensure that crew members have all necessary equipment and supplies, and that gear, vehicles, and storage areas are cleaned and maintained
- Follow safety protocols, take proper safety precautions, anticipate unsafe circumstances, and act accordingly to prevent accidents
- Apply 10KYI protocols to complete manual and chemical treatments to invasive plant species

- Present in a professional and polite manner when interacting with staff, contractors, partners, and the public
- Data entry and reporting using Microsoft Office Suite
- ArcGIS point and polygon post-processing and QA/QC

REQUIRED QUALIFICATIONS:

- A Bachelor's degree in one of the major natural sciences, **OR** two (2) or more years of experience in natural resources management, including crew supervision
- Experience using Microsoft Office Suite for writing and data management
- Experience with herbicide application and application equipment
- WSDA Pesticide Applicator License with Aquatic and Rights-of-Way endorsements (or ability to attain within 30 days of hire)
- Experience using hand-held GPS equipment for data collection and navigation
- Strong leadership and organizational skills
- Strong native and invasive plant identification skills
- Ability to communicate effectively, both written and orally, with a diverse audience
- Ability to work outdoors in inclement weather and carry a 20-pound pack over various terrain
- A clean driving record and a valid state driver's license
- Ability to safely operate a 4WD vehicle on and off paved roads
- Comfortable with flexible weekly schedules, which adjust to weather and project needs
- Standard First Aid and CPR Certification (may be obtained through 10KYI)

ADDITIONAL DESIRED QUALIFICATIONS:

- A working knowledge of ArcGIS
- Ability to navigate and set a bearing using a compass, and to read aerial imagery and topographic maps
- Relevant or related field experience – knowledge of and/or experience in resource or land management or recreational uses of the Olympic Peninsula and nearby regions
- Understanding of basic principles in botany, wildlife and fish biology, ecology, geology, and hydrology
- Wilderness First Aid and CPR

TO APPLY:

Please submit a cover letter, resume and three references to Jill Silver at jsilver@10000yearsinstitute.org.

Applications will be accepted until all positions are filled.

*No phone calls, please.

We conform to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job openings. We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, or national origin, age, or disability status.