



*Making a difference for salmon*

## **Job Announcement: Restoration Crew Lead**

**Job Description:** Mid-Columbia Fisheries (MCF) is seeking seasonal Crew Leads for MCF's Restoration Crew. This is an exciting opportunity for experienced restoration field staff to combine field and leadership skills in a team environment. Mid-Columbia Fisheries is seeking adaptable, enthusiastic, and hard-working individuals with excellent communication and organizational skills who are passionate about salmon recovery and habitat restoration.

Crew Leads will direct effective, efficient and professional implementation of field activities of the Restoration Crew, as developed and assigned by the Restoration Crew Supervisor and MCF Project Managers. Duties include planning successful implementation of assigned restoration project tasks, effectively assigning and leading work tasks with Restoration Crew members, training Restoration Crew members in required field skills, and occasional clerical duties as needed (less than 5% of work time). The Crew Lead positions are expected to model professionalism in all aspects of work including work attitude, communication, tool and equipment management, and follow-through. Crew Leads will work independently or with staff, landowners, agency partners, volunteers, youth, and interns. Work will occur throughout the Yakima Basin.

**Pay:** Pay Range is \$21.54 to \$22.98, dependent on experience.

**Position Duration, Schedule and Benefits:** The 2025 start date is April 1, 2025. The position duration is subject to change based on weather and work availability; anticipated season end will be in mid-November or December. Crew Leads work full-time, Monday through Thursday, 10 hours per day. Candidates should anticipate some flexibility in their work schedule including changing to Monday through Friday, 8 hours per day in November, early starts during especially hot weather, occasional extended days, etc. Whenever possible, the Crew Supervisor will provide ample notice before schedule changes are enacted. Positions include accrual of sick and vacation leave (one day per month each) and holidays. Unpaid leave may be granted at the discretion of the Crew Supervisor and must be requested in advance. Positions will be hired with a 90-day probationary period. Crew Leads are required to be present during a training and orientation period, and to support training and orientation of Restoration Technicians, who are expected to start the following week (April 7). Staff offered positions to return for a second field season will be offered career-seasonal status, which includes health and retirement benefits.

### **Additional Information:**

Most MCF work sites are in Kittitas and Yakima Counties in Washington; however, the work region also includes Benton and Klickitat Counties. Crew members travel to work sites across the region, and occasional overnight travel to more distant sites is required. Travel weeks typically consist of 3 nights during a 4-day work week, and a typical year consists of one to three travel weeks.

**Supervisor:** Positions are directly supervised by the Restoration Crew Supervisor. Project Managers as designated will provide leadership and direction in field tasks.

**To Apply:** A complete application should include a cover letter, resume, and three references, MCF will check references of top candidates after interviews. We may talk to other staff at the listed organizations if we cannot reach the individual reference included in the application.

Please email one electronic copy of your application to [rest\\_tech@midcolumbiafisheries.org](mailto:rest_tech@midcolumbiafisheries.org). Applicants are encouraged to send a follow-up email addressed to Aaron Balagot to confirm that we have received your application materials.

**Application Closes:** Positions are open until filled. We will begin reviewing applications on February 24, 2025.

## **PRIMARY RESPONSIBILITIES**

### **Field Leadership for Restoration Crew**

- Provide field leadership to the Restoration Technician Crew for typical restoration task implementation (specialized tasks will be supported by MCF Crew Supervisor, Project Managers).
- Collaborate with the Crew and other MCF staff, partners and volunteers to perform restoration tasks, ensuring high-quality and professional work, including:
  - Planting, mulching, and irrigating native trees and shrubs.
  - Removing invasive weeds through mowing, brush cutting, manual removal, and pesticide application.
  - Constructing and repairing fences and maintaining tools and equipment.
  - Incorporating large woody debris and installing Beaver Dam Analogs (BDAs) into channels.
  - Felling of small diameter trees, trash removal, and recreational rock dam removal.
- Ensure that project tasks are sequenced logically and that all necessary resources (equipment, supplies, personnel, etc.) for a Restoration Crew work task are available and ready for use.
- Model a strong work ethic, professionalism, and focus for the team.
- Maintain a culture of professionalism and accountability.
- Ensure high-quality work and support the crew in completing work efficiently.
- Represent MCF with professionalism to the public and partners.
- Communicate work schedule, progress, and deviations to the Crew Supervisor.

### **Restoration Work Planning and Recordkeeping**

- Participate in site visits with Project Managers to identify field needs and plan task approaches and timing.
- Maintain accurate documentation of site conditions, work performed, and next steps in Site Logs.
- Document site conditions, work tasks, and restoration progress through regular site photos, and upload site photos to the MCF Photos drive.
- Collect spatial (GPS) data, or train and direct Crew Members in the collection of spatial data, as required to complete field tasks, and as requested by a Project Manager or the Riparian Program Director.
- Collaborate with the Restoration Crew Supervisor, Project Managers, and Riparian Program Director on project maintenance and project development.
- At least twice per month, provide photos and work information for MCF's social media.
- Support the Crew Supervisor in coordinating weekly and monthly Restoration Crew schedules.
- In the absence of the Restoration Crew Supervisor, ensure timesheets and records are accurate and submitted on time.

### **Pesticide Use**

- Maintain a current pesticide applicator's license and ensure safe use, transport, and storage of pesticides, in coordination with the Restoration Crew Supervisor.
- Accurately and promptly complete pesticide use records in compliance with legal requirements, under Crew Supervisor's direction.
- With the Crew Supervisor, provide safety trainings to Crew Members, and assure safe field use.

### **Safety**

- Lead Daily Safety Meetings, identifying site hazards and ensuring proper safety procedures and Personal Protective Equipment (PPE) at job sites.
- Address and remedy any safety concerns and work sites. Immediately report safety concerns to the Restoration Crew Supervisor or, if unavailable, to the Riparian Program Director.
- Promptly follow the incident report procedure if anyone is injured at a work site, and contact the Crew Supervisor immediately.

### **Tool and Equipment Management**

- Direct crew to select and load tools, materials, and equipment for daily work tasks, and to unload, organize and manage tools, materials and equipment at the end of each day.
- Ensure workers have the necessary supplies and direction to perform tasks safely, effectively, and efficiently.
- May maintain an accurate inventory and management system for tools and materials stored at the Sampson lockup.
- May maintain an inventory and management system for power tools, and maintain tools under the direction of the Project Manager and other staff.
- Communicate equipment and materials needs that are not currently available to Restoration Crew Supervisor, or to the Project Manager for a specific project work task.

## QUALIFICATIONS

### Required Qualifications

- Proven experience leading and supervising a field crew, ensuring high productivity and quality of work.
- Knowledge and experience in stream restoration, salmon habitat, and native plant identification, along with revegetation techniques.
- Skilled in operating restoration tools and equipment, including chainsaws, weed eaters, small machinery, and trailering material; certified sawyer and/or heavy equipment experience is not required but desired.
- The ability to acquire and maintain a valid Washington Pesticide Applicator's License.
- Demonstrated understanding and experience with field safety protocols and capacity to lead safety meetings.
- Demonstrated excellent verbal and written communication skills for reporting, team coordination, and collaborating with project managers and other staff.
- Able to perform physically demanding tasks in challenging field conditions, including lifting up to 50 lbs, walking 3 miles daily over steep terrain, operating tools for 6-8 hours per day, and working in all weather conditions.
- Ability to perform repetitive physical movements such as bending, squatting, kneeling, and lifting overhead.
- Comfortable working in remote areas without cell phone coverage.
- Able to work in difficult and hazardous terrain, performing manual labor outdoors.
- Able to comply with all safety and personnel policies.
- Proficient in Microsoft Office for documentation, scheduling, and data tracking, with strong attention to detail.
- Must possess a valid driver's license, a clean driving record, and the ability to safely operate vehicles, including MCFEG vehicles.
- Must be at least 21 years of age.

### Desired Qualifications

- Current valid Washington state Pesticide Applicator's License.
- Experience completing vegetation sampling and restoration implementation monitoring, soil profile descriptions, and/or other environmental data.
- Ability to use ArcGIS or similar geospatial program for creation and editing of maps and features.
- Bachelor's degree in biology, environmental sciences, fisheries, natural resources or related field.

Mid-Columbia Fisheries Enhancement Group is a non-profit, community-based group dedicated to restoring self-sustaining populations of salmon and steelhead. Mid-Columbia Fisheries works with landowners and community partners to protect and restore fish habitat. The Mid-Columbia region includes the Yakima Basin, the Klickitat, White Salmon, and Wind Rivers, and numerous smaller tributaries in Skamania, Klickitat, Benton, Yakima, Kittitas, and Franklin Counties. It is the policy and intent of the MCF to provide equal employment opportunity for all persons regardless of race, color, religion, national origin, marital status, political ideology, sexual orientation, status with regard to public assistance, disability, sex, or age. MCF intends to act nondiscriminatory in all acts related to recruiting, hiring or promotion of staff. For more information about us please visit our website: <http://midcolumbiafisheries.org/>.

