



Job Announcement: Seasonal Restoration Technician

Job Description: This is an exciting opportunity for individuals eager to develop and apply habitat restoration skills. Mid-Columbia Fisheries (MCF) seeks adaptable, enthusiastic, and hard-working individuals, both new to the field and experienced, who are passionate about salmon recovery and habitat restoration.

The ideal candidates will be prepared to work in diverse and challenging conditions, performing strenuous, sustained manual labor as a member of Mid-Columbia Fisheries' Restoration Crew. The Restoration Crew is based out of Ellensburg, and completes projects throughout Central Washington, particularly within the Yakima Basin watershed. Crew members will assist with habitat restoration and salmon recovery projects from implementation through stewardship. The Crew will work as a team, sometimes in small groups based on work task requirements. Crew members will be supervised in the field by a designated Crew Lead, who will provide leadership to complete project tasks.

Pay: Pay range is \$19.33 to \$20.61, dependent on experience.

Position Duration, Schedule, & Benefits: Position start date is April 7, 2025. The position duration is subject to change based on weather and work availability; anticipated season end will be between November and December. Technicians 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. The position includes 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. New technicians will be hired with a 90-day probationary period. 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. A typical year consists of one to three weeks of travel, with the rest of the work being commutable from Ellensburg. For work requiring travel, the Crew will typically be away for 3 nights during a 4-day work week.

MCF Restoration Technicians are responsible for providing their own personal work clothes, boots, and backpacks for daily personal items, such as lunch and water bottles. Personal Protective Equipment (PPE) is provided by MCF as required for work tasks and safety.

Supervisor: All Restoration Technicians are supervised by the Restoration Crew Supervisor. Restoration Crew Leads and Project Managers will provide leadership and direction with field tasks to Restoration Technicians.

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. 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 they are filled. We will begin reviewing applications on February 24, 2025.

Primary Responsibilities for all Restoration Technicians:

- Restoring and enhancing salmonid habitat through planting native trees, shrubs, and grasses.
- Controlling invasive weeds (mowing, brush cutting, manual removal, pesticide application and application of mulch).
- Constructing and repairing fences.
- Assembly of irrigation systems and running regular irrigation for restoration plantings during the summer dry period.
- Constructing large wood debris and beaver dam analogs (BDAs) into floodplains and channels
- Maintaining tools and equipment, including orderly tool and plant materials storage, and vehicle maintenance.
- Interact with colleagues, landowners, partners, and the public in a professional manner
- Safely and properly use, maintain, and manage tools, equipment, materials and vehicles on and off work sites.
- Assisting staff with educational outreach in classroom and outdoor settings.
- It is our goal to provide some limited training and additional work experiences, such as fish surveys, fish rescues, vegetation monitoring, seed collection and other tasks to support MCF mission and goals.

Additional Responsibilities for Experienced technicians:

- Operate power tools and heavy equipment, and train junior technicians on their safe and proper use.
- Effectively identify work tasks and delegate tasks to Crew Members in the preparation and completion of project work.
- Perform site visits with Project Managers to ensure clear communication and to effectively manage restoration sites, as required.
- Perform public outreach and supervision of volunteers and interns as directed.
- Assist with establishment and collection of site and stream data, as MCF priorities and funding requires.

Required Skills and Qualifications:

Restoration Technician 1

- Restoration Technician 1 is an entry level position.
- Must be dependable, self-motivated, and demonstrate a positive attitude.
- Must be able to communicate and perform work duties professionally and respectfully with other crew members, colleagues, supervisors, volunteers, interns, landowners, and partners.
- Ability to perform basic restoration tasks under the supervision of a Crew Lead or Supervisor.
- Ability to comply with safety procedures and wear PPE, as directed by Crew Lead or Supervisor.
- Must demonstrate the ability and willingness to perform all aspects of the work, including:
 - Being comfortable working in remote areas without cell phone coverage.
 - Able to perform physically demanding manual labor outdoors on strenuous terrain in all types of weather.
 - Repetitively lifting 50 lbs. into and out of trucks, walking 3 miles daily over steep or uneven terrain, and operating power tools for 6-8 hrs. per day.
 - Proficient in safely operating a variety of hand and power tools, including brush cutters, water pumps, chainsaws, power augers, small tractors, sledgehammers, planting bars, pruners, and other specialized equipment. On-the-job training provided.
 - Bending, squatting, kneeling, lifting overhead, and other repetitive movements.
 - Work up to 10 hours/day for 40 hours per week

- Must be willing to take directions from MCF supervisory staff and project managers.
- Must be able to participate in travel work weeks occasionally when working at remote sites far from workstation. Travel typically includes camping for three nights during a 4-day work week when working at remote field sites far from services. Typically, there are one to three weeks of remote work per year.
- Communicate respectfully with fellow crew members, supervisors, volunteers, interns, landowners, and others.
- Able to adjust to changes in work schedule or work tasks while maintaining a positive attitude.
- Comfortable working around water and potential hazards.
- Ability to use personal protective equipment (PPE) and waders (provided by MCF).
- I must comply with MCF policies and safety procedures.
- A valid driver's license, clean driving record, and the ability to safely operate vehicles.
- Must be at least 18 years of age.

Restoration Technician 2

All Restoration Technician 1 qualifications above, and:

- Restoration Technician 2 is a technician with proven skills and experience with many restoration tasks, tools and equipment, and is capable of working independently.
- I can complete some tasks with minimal supervision.
- May assist in leadership duties when Crew Leads or Supervisor are not present.
- Skilled with some tools and equipment and capable of working independently.
- Knowledge and skills related to native plant identification, revegetation techniques, stream restoration and salmon habitat needs.
- 6-12 months experience using power tools and understanding safety and environmental protections.
- 6-12 months experience implementing restoration projects in arid environments.
- 6-12 months' experience with invasive plant management.

Restoration Technician 3

All Restoration Technician 1 and 2 qualifications above, and:

- Restoration Technician 3 is a senior technician with proven skills and extensive experience in most or all restoration tasks, tools and equipment.
- I can complete all technician tasks independently.
- Demonstrated clear, effective and professional communication of work tasks and needs with colleagues, MCF staff, landowners, partners, and volunteers.
- May lead other crew members in on-site tasks such as planting, fencing or similar work.
- May assist in leadership duties when Crew Leads or Supervisor are not present.
- May serve as a point of contact on work between the crew and Project Managers, when a Crew Lead or Supervisor is not present.
- Able to assess and respond to safety concerns, including the ability to safely supervise colleagues in the safe operation of power tools and knowledge of safety and environmental protection measures for working around water.
- 1-2 years' experience using power tools and understanding safety and environmental protections.
- Experience navigating with and collecting spatial data with handheld GPS and maps.
- 1-2 years' experience implementing restoration projects in arid environments.
- 1-2 years' experience with invasive plant management.

Desired Qualifications:

All applicants are encouraged to apply even if you do not have all the following desired qualifications.

- Experience performing manual labor.
- Knowledge and skills related to native plant identification and revegetation techniques.
- Knowledge of or experience with power tools and understanding the safety and environmental protection measures for power tools.
- Current valid Washington state Pesticide Applicator's License.
- Knowledge and skills related to stream restoration and salmon habitat.
- Experience navigating and use of handheld GPS and maps
- Experience using computers and Microsoft Office software.

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/>