**POSITION DESCRIPTION**

**Restoration Technician**

Reports to: Joint Base Lewis McChord Program Manager  
Location: Olympia, Washington  
Type: Temporary/Seasonal Full-Time (1.0 FTE); Non-Exempt (Hourly)  
Compensation: $15.00 - $17.00 hourly – DOE; with benefits  
Period: Monitoring focus- est. April 1 thru August 30, 2020  
Restoration focus- est. April 15 thru July 30, 2020

The Center for Natural Lands Management (CNLM) is a nonprofit, 501(c)(3), organization, created in 1990, whose mission is the perpetual stewardship of lands that are natural open areas, sensitive species and their resident ecosystems. Current operations are in California and Washington.

Currently, seventy-five preserves, encompassing over 50,000 acres throughout California, are under the management of the Center, with new preserves added regularly. The preserves vary in size from three to thousands of acres and are managed under direct ownership, conservation easements, or management contracts.

In the State of Washington, CNLM’s South Puget Sound Program focuses on conservation of one of the rarest ecosystems in the United States, the prairie and oak woodlands of Cascadia, especially those lands and habitats within the South Sound Region. In that Region, the Program aims to protect, restore habitats, and support recovery of rare species that are candidates for federal listing.

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Restoration Technicians will work with a team in the maintenance and restoration of ecological sites in the South Puget Sound region of Washington. Maintenance and restoration efforts include control of pest plants, monitoring native vegetation, collecting seed of native plants, planting native plants and conducting prescribed fire. The positions require strenuous physical activity and operation of heavy equipment sometimes within active military training areas. The Restoration Technicians are full-time, seasonal, non-exempt positions supervised by the Joint Base Lewis McChord Program Manager.

These positions demand a sound work ethic, good interpersonal skills, and the ability to maintain a positive attitude during long field days. Development of positive and effective relationships with volunteers and partners is critical. Technicians must also be able to work independently, completing substantial tasks without direct supervision. Technicians must be able to work collaboratively with staff from partner agencies. The
South Sound Prairie Program is science-based and technicians will be required to document and appropriately file operational data on a regular basis.

Restoration Technicians are expected to be integral members of the CNLM’s South Sound Program. Technicians will become a staff information source on the effective and efficient implementation of restoration actions. Technicians will need to effectively communicate with partners, volunteers and the public concerning specific work and the work of the South Sound Program and the Center for Natural Lands Management.

RESPONSIBILITIES
Responsibilities may include, but are not limited to, the following:

- Safely working with personnel, equipment and other resources to complete ecological restoration projects including:
  - herbicide application by backpack and/or vehicle mounted boom sprayer
  - operation of brush cutters, chainsaws, augers, hand-tools, etc.
  - operation of large trucks, trailers, tractors, ATVs and UTVs, etc.
  - wading and navigation of small water bodies by kayak or other vessel.
- Vegetation and habitat monitoring and data management
- Collection and management of geographic (GPS) and other data documenting restoration treatments.
- Conduct routine maintenance of restoration equipment.
- Participation on controlled burns. Obtain or maintain qualification as Firefighter Type II under NWCG guidelines.
- Work collaboratively with Restoration and Monitoring Team members and partner organizations.
- Learn state-of-the-art ecological restoration knowledge as developed and utilized by the restoration team. Communicate the correct and safe implementation of these techniques to other crewmembers, partners and volunteers.
- Other duties as assigned.

REQUIREMENTS
- Progress towards BA/BS/AS/Technical or vocational degree in science-related field or at least one year natural resources or agriculture related experience.
- Experience working with or knowledge of natural systems; ability to recognize plant and animal species as required to complete preserve management activities. Knowledge of ecological land management principles.
- Ability to operate various types of equipment in a safe and efficient manner.
- Ability to follow instructions from colleagues.
- Ability to manage time and diverse activities under deadlines while delivering quality results.
- Ability to perform physical work, sometimes under adverse conditions or in inclement weather.
• Obtain related licenses or certifications such as first aid, CPR, herbicide application, driver's license, Firefighter Type II qualification.
• Working knowledge of common software applications (e.g.; Word, Excel, Web browsers) and familiarity with ArcMap GIS and other database systems.

WORKING CONDITIONS
• Regularly works in upland and aquatic natural areas. Hikes across, and conducts work within, native habitats, uneven ground, and aquatic environments.
• Regularly works within active military training lands.
• Regularly sits or stands at a desk or computer workstation.
• Regularly required to operate CNLM vehicles and trailers.
• Frequently works alone.
• Responsible for some evening and weekends including travel.
• Uses or supervises the use of pesticides and or other chemical substances.
• Uses or supervises the use of powered equipment such as weed trimmers and chain saws.
• Regularly works around wildland fires.
• Uses hand tools and operates nursery equipment.
• Regularly lifts, positions, or otherwise moves objects weighing up to 50 pounds.

CNLM is an Equal Opportunity employer. Personnel are chosen on the basis of ability without regard to race, color, religion, sex, national origin, disability, marital status or sexual orientation, in accordance with federal and state law.

The above statements are intended to describe the general nature of the work being performed by people assigned to this work. This is not an exhaustive list of all duties and responsibilities. CNLM management reserves the right to amend and change responsibilities to meet business and organizational needs as necessary.

This position description does not constitute an employment agreement between the CNLM and the employee and is subject to change by CNLM as the needs of the CNLM and requirements of the job change.

TO APPLY: Qualified applicants must provide a detailed letter of interest, current résumé or curriculum vitae, and three professional references (names, affiliations, and contact information only). All applications will be acknowledged.
**Email these materials to:** careers-prt@cnlm.org

If email is not possible, the application can be mailed to:

Center for Natural Lands Management  
Attention: Human Resources  
27258 Via Industria, Suite B  
Temecula, CA 92590