

## South Puget Sound Salmon Enhancement Group - Restoration Technician

**Position Title:** Restoration Technician (2 positions available)

**Work Location:** Thurston and Mason County, WA (Primarily WRIA 13)

**Reports to:** Project Manager

**Status:** Seasonal, Full-time

**Compensation:** \$17-19/hr DOQ up to 40 hrs/week

**Organization Summary:** The South Puget Sound Salmon Enhancement Group (SPSSEG) is one of 14 Regional Fisheries Enhancement Groups in Washington State. Our service area includes the Puyallup, Chambers, Nisqually, Deschutes, Kennedy/Goldsborough and the lower portion of the Kitsap Peninsula. SPSSEG is a non-profit, membership organization with an active Board of Directors, which focuses on salmon habitat restoration and education/outreach.

**Position Summary:** Road-stream crossings, usually in the form of an undersized or poorly built culvert, can act as barriers to upstream migration for salmon and have contributed to the decline of Puget Sound salmon populations. SPSSEG has recently been awarded funding to complete a comprehensive barrier assessment throughout WRIA 13 to prioritize barriers for future replacement. This project will be used to further salmon recovery in WRIA 13 and lead to critical restoration projects that remove barriers to upstream salmon migration.

SPSSEG is hiring two (2) Restoration Technicians to conduct field assessments and manage the data collected. These positions will work as a team to complete WDFW Barrier Assessments, habitat surveys and inventory all identified road stream crossings in a database. Barrier technicians will be trained in WDFW assessment protocol and be expected to work without supervision in the field. The barrier assessment work is expected to fill 75% of the workload, with the remaining time assisting SPSSEG with other priority field work such as fish sampling and habitat surveys.

This position is a 12-week full time seasonal position with the possibility of extension based on need and budget. Anticipated start date is June 1, 2021 and end date August 27, 2021, but exact dates are somewhat flexible. Typical work schedules are four, 10-hour days Monday – Thursday, however schedules are flexible.

### **Duties & Responsibilities:**

- Conduct WDFW Barrier Assessments and habitat surveys at various public or private sites and stream locations.
- Constantly update crossing inventory and manage assessment database.
- Communicate effectively and confidently with private landowners to request survey access and educate them on barrier impacts to salmon.
- Assist with other priority field work such as electroshock and seine sampling, fish handling and identification, restoration projects, field assessments in other WRIAs.
- Problem solve routine issues independently.
- Work in team setting with other technicians and organizations/partners.
- Communicate effectively with supervisor and team members.
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- May require long hours in isolated settings.

**Knowledge/Skills /Experience:**

- Knowledge of salmon biology, habitat needs and life cycle.
- Familiarity with WDFW Barrier Assessment protocol or related barrier assessments is preferred.
- Experience with aquatic field work, research and data collection. Professional experience in the Pacific Northwest and/or with salmonids is preferred.
- Ability to use GPS systems and interoperate aerial or topographic maps. GIS experience preferred.
- Experience with handheld digital data collection equipment and organization/quality control of that data.
- Ability to work to complete tasks as a team member and independently.
- Excellent written and oral communication skills.
- Ability to interpret, follow, and replicate specific written and/or verbal instruction.
- Enjoys working outdoors, sometimes in adverse weather conditions.
- Ability to be a good listener and quick learner.
- Must be self-motivated, reliable, and demonstrate good scientific ethics and integrity.
- Passionate about the environment and conservation.

**Education:**

Working towards bachelor degree with at least 1-year of training or study in a science-related field such as; fisheries biology, environmental science/studies, natural resource management, environmental engineering, OR related experiences as a scientific technician. Completed bachelor degree in science related field is preferred.

**Special Requirements:** A valid driver's license and reliable transportation. Technicians will be expected to use their vehicle for transportation to-and-from office and field sites. Mileage reimbursement will be given at the federal rate of \$0.56/mile.

Technicians will work under the guidance of local COVID-19 protocols and are not expected to take unnecessary health risks.

**Working Conditions:**

Work is often performed outdoors and in inclement weather. Sufficient mobility is required to navigate uneven terrain, steep slopes, streams/creeks, marshy areas, and other field conditions. The technician will be expected to be able to adapt to a virtual setting if needed, but is anticipated to work from SPSSEG office located in Olympia, WA.

**To Apply:**

Please send an electronic version of your cover letter, resume, and three professional references (5 pages or less) to Cole Baldino at [coleb@spsseg.org](mailto:coleb@spsseg.org) by 5 pm, April 23, 2021. Please include "Restoration Technician" in your email subject line.

**The South Puget Sound Salmon Enhancement Group is an Equal Opportunity Employer**

\*Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and culture. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.

\*\*Studies show that women and BIPOC applicants are less likely to apply to jobs in which they do not feel they meet one or more of the qualifications. Please note these are not an all-inclusive list and simply an overview. If you feel you can bring something to the team and perform the work, we would love to hear from you!