



Restoration and Stewardship Associate Job Description

Position Title:	Restoration and Stewardship Associate
Reports to:	Restoration Project Manager
Status:	Temporary
Compensation:	Hourly rate: +/- \$17.50 DOE, Vacation and Sick leave
Dates:	40 hrs/week from May 1 to August 30

Background:

Since 1989, the McKenzie River Trust (MRT) has helped people protect and care for the lands and rivers they cherish in western Oregon. From the Cascade Mountains to the Pacific Ocean, MRT envisions a future in which conservation lands are at the core of community efforts to sustain clean water, abundant fish and wildlife, and diverse natural resource economies. We work at the intersection of ecological systems and human community needs to ensure the health of both in the face of changes in climate and land use. MRT protects over 7,000 acres of land through purchase and conservation easement. Grounded in science, we work collaboratively to heal, restore, and enhance regionally important natural systems, and connect people to places they care about. MRT is based in Eugene, and in 2021 we will open our first field office on the central Oregon coast. Having invested in staff training in Diversity, Equity, Inclusion and Justice (DEIJ) for several years, we are currently crafting a DEIJ commitment statement and plan.

On Diversity, Equity, Inclusion, and Justice:

For over 30 years, the McKenzie River Trust (MRT) has pursued our mission of “helping people protect and care for the lands and rivers they cherish” by focusing on habitat diversity and health, river dynamism, and wild landscapes. But we need to more explicitly acknowledge that people and communities have been and continue to be part of these ecosystems, and that the *helping people* part of our mission compels us to ensure that our work benefits and engages all people, not just some. Bringing DEIJ values to bear in our work will support us in maintaining the landscape-scale vision required to address climate resilience and community resilience as we work to maintain the ecological integrity of western Oregon’s landscapes.

We have work to do. We encourage all candidates, particularly those with diverse backgrounds in culture, education, and professional experience, to apply for this position.

Position Overview:

This field-based position would be ideal for an individual interested in assisting with floodplain restoration and managing land for ecologic goals. The majority of the work will take place outdoors on the Green Island property owned by McKenzie River Trust near Coburg. Additional

work may take place on other Trust managed properties, through telecommuting from home, and from the MRT office in Eugene as assigned.

Responsibilities of the Restoration and Stewardship Associate:

1. Maintain and manage land for ecological goals at Green Island and other MRT holdings.
 - a. Maintenance and monitoring of native plantings to include:
 - i. Mowing with tractor or other machinery
 - ii. Irrigating native trees and shrubs (utilizing industrial scale aluminum hand line, wheel line, and gun with traveler)
 - b. Invasive plant management, to include:
 - i. Identifying and GPS/flagging non-native plant species
 - ii. Mechanical control of invasive species (using a variety of methods: brush cutter, hand tools, tractor mowing, skid-steer mowing, etc.)
 - iii. Chemical control of invasive species: applying herbicides safely and effectively, according to labels, laws, and best practices to achieve restoration objectives
 - c. Completing riparian/stream habitat assessments
 - d. Other duties as assigned.

Outcomes:

- Land management and restoration plans implemented
- Property habitat conditions maintained or improved

2. Safely operate and maintain equipment and work areas (ATV, spray trailer, brush cutter, chainsaw, tractor, & skid-steer, truck, trailers, etc.)

Outcomes:

- MRT equipment remains operational
- Safety of operators continues

3. Working and coordinating with volunteers, partners, and MRT staff to accomplish tasks
 - a. Assist or lead volunteer work groups in coordination with Volunteer Coordinator
 - b. Participate in staff or team meetings as needed
 - c. Maintain written records of management actions and equipment maintenance as needed

Outcomes:

- Work with other staff and volunteers proceeds efficiently, with good communication
- Timesheets and grant tracking is accurate and timely.

Required Skills, Knowledge, and Abilities:

- Interest in floodplain restoration, ecology, botany, related fields

- Ability to work independently and be self-directed
- Experience with operation of power and hand tools commonly used in land management projects, including brush cutters, mowers/tractors, weed wrenches, and chainsaws
- Ability to identify and distinguish among common native and non-native plants in the field

Core Competencies for this position:

- **Action Oriented:** Enjoys working hard; is action oriented and full of energy.
- **Functional/Technical skills:** Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.
- **Integrity and Trust:** Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent themselves for personal gain.
- **Interpersonal Savvy:** Relates well to all kinds of people - up, down, and sideways, inside and outside the organization.
- **Perseverance:** Pursues everything with energy, drive, and a need to finish; seldom gives up before finishing, especially in the face of resistance or setbacks.
- **Time Management:** Uses their time effectively and efficiently; values time; concentrates their efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.

Working Conditions and Physical Effort:

The Restoration and Stewardship Associate will primarily work in the field, but will occasionally need to work from home or within McKenzie River Trust offices in Eugene, Oregon. Many tasks will require significant physical exertion, being outdoors in all weather conditions and on difficult and sometimes hazardous terrain. Some tasks will require the ability to lift 50lbs and work in a bent-over/kneeling/sitting position for long periods of time. A valid driver's license, proof of insurance and good driving record is expected. Must have personal vehicle for transportation to work site near Coburg, Oregon. Some weekend work will be necessary.

In accordance with the American with Disabilities Act, it is possible that requirements may be modified to reasonably accommodate disabled individuals. However, no accommodations will be made which may pose serious health or safety risks to the employee or others or which impose undue hardships on the organization. The McKenzie Trust maintains its status as an at-will employer.

To apply for this position:

Please provide cover letter, resume, and a minimum of three references *in pdf or MS Word doc format* via email, to jobs@mckenzieiver.org. Please include **Restoration and Stewardship Associate** in the subject line.

Applications will be accepted through Monday, March 22, 2021.