



Coastal San Luis Resource Conservation District

1203 Main Street, Suite B, Morro Bay, CA 93442
805-772-4391 | www.coastalrcd.org

Job Announcement Restoration Specialist III

Background

Resource Conservation Districts (RCDs) across California serve as local hubs for conservation, connecting people with the technical, financial, and educational assistance they need to conserve and manage natural resources. RCDs help landowners, land managers, government agencies, and others to voluntarily protect, restore, and enhance natural resources on private and public lands. Coastal San Luis Resource Conservation District (CSLRCD) staff are concurrently involved in restoration, planning, and resource management projects across coastal San Luis Obispo County, protecting and enhancing natural resources through education, restoration, and collaboration with local stakeholders. Interested applicants should visit CSLRCD's website at www.coastalrcd.org for more information on current projects.

General Overview

Under general supervision, performs lead, support, and technical assignments of moderate physical difficulty, applying natural resource knowledge in developing and implementing Central Coast habitat restoration. The Restoration Specialist III provides general guidance to the Restoration Specialist I and II and will report directly to the Restoration Project Manager or stated designee.

Duties and Responsibilities

Depending upon project needs, all the duties listed below may not be performed.

Restoration Planning

- Coordinate with California Department of Parks and Recreation (CDPR) Environmental Scientists and lead staff to ensure restoration supplies and equipment needed for each task are present.
- Work in coordination with CDPR Environmental Scientists and staff with planning efforts.

Plant Propagation and Seed Collection

- Assist and/or lead CDPR Environmental Scientists as lead greenhouse staff by meeting the goals of the project.
- Assist and/or lead in greenhouse activities, including but not limited to; plant propagation, seeding flats, transplanting, watering, plant maintenance, identifying and treating plant diseases and pest infestations, and other greenhouse maintenance and operations.

Plant Installation and Maintenance

- Direct and/or assist CDPR Environmental Scientists and field crews in installing restoration materials.
- Direct and/or assist in transporting plants and other restoration materials into the field. This includes placing plants and materials in suitable locations in preparation for field crews, mixing and broadcasting seed, and other tasks associated with active restoration.
- Direct and/or assist in the maintenance of restoration sites including; invasive species control, supplemental planting, and additional seeding.

Restoration Monitoring

- Work with CDPR Environmental Scientists and staff in monitoring restoration sites to ensure sites are achieving the restoration targets via yearly surveys of plant cover, plant diversity, rare plants, and invasive species.
- Work includes photo monitoring, vegetation monitoring, invasive plant monitoring, and data input.

Administrative Duties

- Maintain and submit proper timekeeping.
- Perform monthly vehicle inspections.
- Report any vehicle problems to the Restoration Manager or Restoration Coordinator and document via monthly vehicle inspections.
- May train, supervise, and direct CSLRCD Resources Specialist I and II employees, and other staff as needed.
- Manage work sites for and promote physical safety.
- Report safety hazard issues immediately to the CSLRCD Restoration Manager.
- Meetings
 - Must attend monthly CSLRCD staff meetings.
 - May attend CDPR/RCD quarterly meetings to assess project progress and address issues that impact project deliverables.
 - Must attend one monthly scheduled CSLRCD Board of Directors' meeting per year.
 - May attend meetings that relate to the dune restoration goals, such as the Dunes Collaborative working group, SLO County Weed Management Area meetings, California Native Plant Society, and Audubon California.

Other Tasks as Necessary

- Operate vehicles off-road, at times in extreme weather conditions while leading crews to install and maintain fencing as needed to support restoration and maintenance.
- Other duties as assigned.

Physical and Mental Demands of the Job

Persons with disabilities may be able to perform the essential duties of this class with reasonable accommodation. Reasonable accommodation will be evaluated on an individual basis and depends in part, on the specific requirements for the job, the limitations related to disability, and the ability to accommodate the limitation.

Physical

- Must be able to lift and/or carry loads (up to 50 lbs.) and occasionally over 50 lbs.
- The job will require walking, standing, bending, squatting, kneeling, and handling/operating tools and equipment.
- Must be willing to do repetitive work.
- Must be willing to work in close proximity to moving heavy equipment.
- Must be able to drive motorized equipment.
- Must be able to walk/hike in unusual substrates such as sand, thatch, water, etc.

Coastal San Luis Resource Conservation District is an Equal Employment Opportunity employer.

Materials Provided to Employees

- Sunscreen and insect repellent
- Uniform allowance
- Boot allowance
- Safety equipment
- Vehicles for transportation at the project site

Minimum Qualifications

- Graduation from a four-year college or university with a major in botany, horticulture, biology, natural resource science, or similar fields.
- Two full years of progressively responsible experience in habitat restoration or landscape-level restoration. Experience in coastal ecosystems is desirable.
- Supervisory or other experience leading the work of less-experienced staff is desirable.
- Experience in a public agency is preferred.
- A current valid driver's license is required.
- Must work a minimum of two full restoration seasons and display the ability to identify restoration sites, research appropriate restoration techniques, develop a list of appropriate native plants for sites, collect and grow plant material using locally collected native genetic stock, lead the work of labor crews in the installation of plant material, weed control activities, monitor to demonstrate project success, purchase of supplies and materials to support effort, etc.
- Must demonstrate the ability to solve most to all greenhouse issues, and adapt to unforeseen circumstances in the field.
- Must show leadership ability including but not limited to open communication, strategic thinking, positivity, flexibility, conflict resolution, time management, reliability, mentorship, organization, and delegation skills.

Knowledge of:

- Principles, methods, and practices of native plant physiology, principles, and practices of natural resource protection, restoration, and enhancement.
- Biology of native flora, plant physiology, and ecology.
- Planting, culturing, and maintenance of plants, including plant-soil interactions.
- Threats to healthy ecosystems and general methods to combat those threats.
- Appropriate methods of debris and non-native plant removal.
- Problem-solving skills

Other Information

- This is a full-time position funded for the duration of the current agreement with CDPR, with the potential for continued funding.
- Work will primarily be ten-hour shifts, Monday through Thursday, with occasional weekend work.
- Transportation to/from the project location office in Oceano, CA is the responsibility of the employee.
- Consult the CSLRCD Personnel Handbook for employment-related questions.

Compensation and Benefits

Financial compensation will be \$28-\$32 hourly based on experience. Generous paid-time off (in lieu of paid holidays), optional 3% contribution to a simple IRA, sick leave (accrued at the rate of one day per month), and professional development opportunities. You will be part of a fun, fast-paced positive worked environment with excellent coworkers.

Application Information

To apply, email cover letter, resume and three or more references to jszeliga@coastalrcd.org. Please include "Restoration Specialist III" in the subject line. Applications submitted any other way; e.g. online platforms will not be considered. Application deadline Friday, April 12th by 5:00pm PST.