

BENTON CONSERVATION DISTRICT

10121 W. Clearwater, Suite 101

Kennewick, WA 99336

(509) 736-6000

www.bentoncd.org



Resource Conservationist

1 FTE, full-time permanent

\$40,000 – \$55,000 DOQ

– plus benefit package

Application Deadline: September 17, 2021

Benton Conservation District is looking for an experienced self-starter who is energetic, and highly organized with an interest in working lands and agricultural resource management. The successful applicant must have a strong work ethic to become part of a cohesive team in a fast-paced, hands-on and rewarding work environment.

POSITION DESCRIPTION:

This position is responsible for conducting and monitoring field data and incorporating the results into conservation plan analysis and reports. This position will focus primarily on farm management planning, working directly with landowners and operators to benefit their operations and the natural resources present on the property. Experience in water quality monitoring and Firewise planning is desired, but not required. This position also implements and coordinates other field project activities as assigned by District Manager. This work may include working with volunteers, interns, work crews, project contractors, and technical staff on specific projects.

The Resource Conservationist position is responsible for aligning district and partner programs to the greatest benefit to both the landowner/operator and the natural resources. Knowledge of the new Voluntary Stewardship Program (VSP), in conjunction with the natural resource planning priorities is desired. This position will be responsible for identifying, developing and implementing projects that address natural resource and habitat concerns.

This position description represents a general outline of the job duties, essential functions and minimum qualifications and is not intended to be comprehensive in nature. Eligibility for this position is contingent upon the individual's ability to perform the essential functions with or without reasonable accommodation. This position requires frequent sitting, standing, walking over difficult terrain, and lifting up to 50 lbs.

PRINCIPAL RESPONSIBILITIES:

- Conduct site visits with landowners/operators to discuss available program eligibility, requirements and the conservation of natural resources. Develop farm plans (e.g. Conservation Plans, Individual Stewardship Plans, etc.) that may apply
- Perform resource inventories and evaluations, including conducting field investigations and assembling data necessary for the development of conservation practices for structural, vegetative, and managerial solutions to natural resource concerns
- Oversee the implementation of conservation practices and monitoring their effectiveness following implementation

- Assist with the preparation of grant proposals and budgets for new and on-going district projects and programs
- Participate in regular training opportunities to maintain a high level of proficiency in their field
- Conduct soil test and interpret results
- Provide exceptional customer service to a wide range of public and elected officials, technical and conservation experts, farmers and landowners
- Prepare reports documenting activities, program progress, and accomplishments as directed.
- Attend public meetings as a representative of the district and participated as needed.

The duties listed above are intended only as general illustrations of the various types of work that may be performed. Specific statements of duties not included does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Job descriptions are subject to change by the District as the needs of the District and requirements of the job change.

MINIMUM QUALIFICATIONS:

A Bachelor’s or Associate Degree from accredited institution in agriculture, natural/environmental science or related field is required. Four (4) years of related work experience may be substituted for an Associate Degree or eight years (8) of related work experience may be substituted for a Bachelor’s degree. A minimum of one (1) year experience in the natural resource field is desired for this position.

Experience in project management, managing multiple deadlines, and report writing are essential. GIS mapping skills are highly desired. Experience with public outreach is desired, as well as knowledge of conservation issues, agricultural practices and/or natural resources management. Excellent verbal and written communication skills required. Must be proficient with Microsoft Office suite. Applicant must possess a valid driver’s license.

ADDITIONAL QUALIFICATIONS:

- Competence in developing conservation plans in accordance with Natural Resource Conservation Service planning process, standards, and specifications
- Produce and analyze GIS data
- Certified NRCS Conservation Planner (or the ability to become certified as soon as practical)
- Proficiency in the use of all-terrain vehicles
- Proficiency in the use of hand held GPS units
- Bilingual in English/Spanish is a plus

SCHEDULE & WORKING CONDITIONS:

This position is full-time non-exempt, with a six-month probationary period. Successful completion of the probationary period would lead to a permanent position. Work will be performed in both an office setting and in rural and urban community and on-farm settings. Local and out-of-town travel, occasional evening and weekend hours are required. This position is approximately 50% office work and 50% site visits and field work.

COMPENSATION AND BENEFITS:

\$40,000 - \$55,000 DOQ

The Benton Conservation District observes eleven (11) paid holidays (including one personal day). Employees also accrue sick and vacation leave. Staff has access to a 403b retirement savings programs with a 3% company match. The district offers a \$525 health insurance stipend.

TO APPLY:

Please submit:

1. Resume
2. Cover letter
3. Three (3) professional references

Be sure to describe your interest in the position and the skills you bring to our conservation district. Your cover letter is not to exceed one page. Letters of recommendation may be included.

Benton Conservation District is an Equal Opportunity Employer.

Send electronically (*please no paper copies*) to: heather-wendt@conservewa.net

Please include: **Resource Conservationist – YOUR NAME** in the subject line.

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