



Position Description – Seasonal Resource Technician I - II

Employee Name:	Job Title: Seasonal Resource Technician 1 and 2
Employee Type: Seasonal	Typical FTE: 1-0 FTE - 40 hours per week
Hourly Rate Range: Resource Technician 1 or 2: Wage Scale – Steps 1-10	Supervisor: Program Director
FLSA Status: Non-Exempt	FLSA Exemption: None
Benefits Eligible: Washington PERS, Medical/Vision/Dental, Sick Leave, Life insurance	Position Location: 1350 McKittrick Street Suite B, Wenatchee, WA 98801
Effective Date:	Date of Last Revision: January 22, 2025

Position Summary:

Cascadia Conservation District’s mission is to encourage wise stewardship and conservation of all natural resources for current and future residents in Chelan County by:

- Being an active advocate for wise land use and water management decisions.
- Promoting a reasonable approach to environmental problems.
- Providing locally led, voluntary, non-regulatory solutions to local environmental problems.
- Educating both adults and youth about natural resources stewardship.
- Monitoring and responding to future trends that affect the environment.

This position spends the majority of its time implementing conservation projects in the field. These include habitat restoration, forest health and fire resilience, and urban conservation projects. This position will also collaborate with other staff to implement field-based grant activities such as attending events, help with youth education and other projects as needed.

A **Resource Technician 1** will have a demonstrated ability to work in a range of physically challenging environments in the field--both independently, and as a team. The ideal person in this position will be passionate about conservation and natural resources, willing to learn, work hard, adapt, change based on new information, as well as be transparent and open.

A **Resource Technician 2** will serve as a Crew Leader and possess all the above as well as demonstrated ability in leading small teams, time management, field equipment and supplies supervision. The Resource Technician 2 will assist in managing day-to-day crew tasks and create a functional and positive crew community.

Position Qualifications:

<p>Suggested Minimum Qualifications: The education, experience, and skills necessary to perform adequately in the position.</p>	<ul style="list-style-type: none"> • Knowledge of a broad range of soil and water conservation principles, techniques, methods and practices. • Intermediate desktop computer literacy and computer software skills. Ability to use Microsoft Word, Excel, PowerPoint, Outlook, Smartsheet, timesheet entry, etc., and learn new technologies to perform the functions of the position. • Experience working independently or as a team in remote locations under a variety of weather conditions, carrying field equipment to complete required job tasks. • Ability to lift, pull, carry or push up to 50 lbs. • Valid, unrestricted driver’s license or able to attain one upon employment.
<p>Preferred Qualifications for Resource Technician I: The education, experience, and skills preferred but not necessary to perform in the position.</p>	<ul style="list-style-type: none"> • At least high school diploma with some experience with natural resource topics. • Capability of working with diverse individuals and small groups while taking direction • Ability to communicate in English and Spanish • Ability to maintain a positive attitude and learning mindset in tough conditions • Experience operating and maintaining landscape equipment, power tools, chain saws, hand tools etc. • Knowledge of native and non-native plants • Knowledge of forest practices • Experience working with conservation districts or other conservation focused organizations • Experience working with community groups • Maintain adaptability to changing conditions

<p>Preferred qualifications for Resource Technician II: The education, experience, and skills preferred in addition to all the above but not necessary to perform in the position.</p>	<ul style="list-style-type: none"> • Demonstrated ability in handling multiple projects • Experience leading field crews conducting conservation work • Time management and attention to details • Experience operating and maintaining landscape equipment, chain saws, etc. • Knowledge of native and non-native plants • Knowledge of forest practices • Experience working with herbicides • Experience working with conservation districts, landowners/land managers, and NRCS • First Aid training ie, Wilderness First Aid or WFR; other applicable safety training • Experience utilizing Drones in the field • Experience utilizing GIS applications such as ArcPro • Equivalent experience will be considered
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Primary Job Responsibilities: Habitat Restoration Crew (Tech I and II)

Job Function:	% of Time	Essential Function:
Conservation Project Implementation	90%	Yes
<ul style="list-style-type: none"> • Complete initial site layout in coordination with Resource Specialists. • Conduct site preparation activities such as mowing, spraying herbicide, cutting access trails, material staging and other activities in preparation for conservation practice implementation. • Conduct implementation of conservation projects. This includes, but is not limited to: planting, forest health thinning, in-stream implementation (wood structure installation), etc. • Conduct post-project maintenance activities such as mowing, spraying herbicide, vegetation removal, adjustments to in-stream structures, etc. 		
Data Collection, Monitoring and Data Entry	5%	Yes
<ul style="list-style-type: none"> • Collect field data utilizing electronic equipment such as GPS units, tablets, laptops, and other electronic data collection methods. • Complete data entry into various software programs such as excel, QuickBase, access, Smartsheet, etc. • Summarize data for reporting purposes. 		
Other	5%	Yes
<ul style="list-style-type: none"> • Attend community outreach events representing Cascadia CD • Participate in youth education activities • Perform other duties as assigned. 		
Crew Leader Responsibilities		
<ul style="list-style-type: none"> • Supervise and direct crew members and volunteers • Identifies and communicates project issues and challenges to higher-level staff for resolution • Oversee safety and well-being of crew during field operations • Create and foster a culture of safety and inclusion • Facilitate equipment loading and unloading at the start and conclusion of each workday • Ensure vehicles and equipment are maintained in an orderly and clean condition 		

Physical Requirements and Working Conditions:

Specify the amount the position will be required to LIFT/CARRY frequently:	Up to 50 lbs.
Specify the amount the position will be required the PULL/PUSH frequently:	Up to 50 lbs.
Indicate the rate in which this position will be required to:	
Bend	Frequently
Twist	Frequently
Squat	Frequently
Climb	Frequently
Kneel/Crawl	Frequently
Reach/Reach Overhead	Frequently
Finger Dexterity/Fine Manipulation	Frequently
Sit	Occasionally
Drive	Occasionally
Basic Life Functions	Hear, See, Speak, Stand, Walk
Unique Vision Requirement: Indicate any unique requirement of the position. (Examples: able to read and detect color coding, read find print, etc.)	N/A
Work Setting: Indicate the work setting where duties are performed.	Field work (95%); Office (5%)
Indicate the level of unique work conditions this position will encounter.	
Extreme Temperatures	Often
Fumes/Odors/Mists/Dusts	Dust during use of brushcutters and other mechanized equipment, Fumes/Odors from gas powered equipment, occasional herbicide mists
Confined Areas/Spaces	N/A
Extreme Sounds/Noises/Vibrations	Often
Potential Hazards Exposure	Smoke, Heat
Other Working Conditions	Occasional weekend or after-hours work may be required.

Equipment Utilized:

Desktop computer literacy, to include Microsoft Office applications (Outlook, Word, Excel, PowerPoint), Internet and various other software applications used within the District for accounting, operations, and administration.

Basic office equipment including mobile smartphone, computer, printer, copier, etc.

Field equipment includes shovels, soil probes, and other hand tools for measuring and inventorying natural resources. This position frequently uses mechanized equipment such as brushcutters, hydraulic post pounders, chainsaws and other gas or electric powered equipment. In addition, this position will utilize backpack herbicide sprayers and may tow trailers with District Vehicles.

Please Note: The employee must demonstrate the ability to perform the essential functions of the position with or without accommodation.

Compensation and Benefits:

The hourly rate for this position is set by the Cascadia CD Wage Guide approved by the Board of Supervisors at the beginning of each calendar year under the Resource Technical I wage schedule. Employee benefits are determined annually by the Cascadia CD Board of Supervisors and currently includes 100% of premiums paid for medical/dental/vision for the employee; spouse and dependent coverage is available to the employee at 50% of the cost. Retirement is with the Washington State Public Employees Retirement system, including the Deferred Compensation Program. Employee benefits include paid sick leave (8 hours per month) and paid Washington State holidays that occur during the position duration. All benefits are subject to change based on Board of Supervisor policies.

The position full-time, consisting of 40 hours per week. The work schedule will consist of 10 hour days, Monday-Thursday from 7AM-5:30 PM. Any deviations will be communicated in advance. The work schedule and hours are subject to change based on project needs. As employees of a government entity, Cascadia Conservation District employees may qualify for the Public Service Loan Forgiveness Program.

ACKNOWLEDGEMENT: *(To be completed upon employment)*

This position description describes the essential functions and qualifications for the position. This document does not exclude the opportunity for modifications consistent with providing reasonable accommodation. This position is not a contract. Your signature indicates that you have read this position description and understand the essential functions and qualifications of the position.

_____ Employee Name (print)	_____ Employee Signature	_____ Date
_____ Supervisor/Manager Name (print)	_____ Supervisor/Manager Signature	_____ Date
_____ Executive Director Name (print)	_____ Executive Director Signature	_____ Date

Equal Opportunity Employer

Cascadia Conservation District is an equal opportunity employer and does not discriminate against any person on the basis of race, religion, color, gender, national origin, ancestry, age, marital status, gender orientation, veteran status, disability, or any other basis prohibited by applicable state, federal, or local laws. This policy covers all programs, services, and procedures.

Diversity, Equity, and Inclusion

Cascadia Conservation District is committed to providing a diverse, equitable, and inclusive workplace.

(Employee initials)