Location: Wenatchee, Washington | Hybrid
Schedule: 30–40 hours per week
Starting Pay: $31.62–$40.35 per hour, those who meet ALL of the required AND desired qualifications may qualify for higher steps
Application Deadline: 5:00 p.m. on Friday, October 23, 2026

BENEFITS

- WA State Retirement (PERS)
- Vacation Leave,
- Sick Leave,
- Holidays,
- Medical/Vision/Dental,
- Basic Life Insurance,
- Monthly VEBA Benefit,
- Optional Aflac and other benefits through Washington Counties Insurance Fund

TO APPLY

Submit the following through the Cascadia Conservation District application form:

- Cover letter
- Resume

Professional references will be requested from finalists.

Application Form: LINK HERE

Applications must be received by 5:00 p.m. on Friday, October 23, 2026.
Applications received after the deadline will not be considered. Cascadia CD anticipates conducting interviews in late October and early November, with the goal of making a hiring decision by mid-November.
Cascadia Conservation District is an Equal Opportunity Employer.

HABITAT RESTORATION RESOURCE SPECIALIST II

CASCADIA CONSERVATION DISTRICT

ABOUT THE ROLE

Cascadia Conservation District (Cascadia CD) is seeking a motivated and collaborative Habitat Restoration Resource Specialist II to help lead aquatic and riparian restoration projects throughout Chelan County. This position will manage projects from concept through implementation and monitoring, including riparian restoration, large woody material installation, low-tech process-based restoration, and fish-passage projects.
In addition to managing restoration projects, grants, contracts, and permitting, this position will play an active role in watershed planning and salmon recovery. A key responsibility will be coordinating and facilitating the Entiat Planning Unit and Entiat Habitat Subcommittee, working with agency, tribal, nonprofit, landowner, and community partners to advance watershed priorities and on-the-ground restoration.
We are looking for someone who combines strong project-management and communication skills with an interest in getting restoration work accomplished on the ground. You do not need to be an expert in every aspect of restoration work. We value relevant experience, sound judgment, curiosity, collaboration, and a willingness to learn.
This is a permanent position working 30–40 hours per week based in Wenatchee, Washington. Hybrid work is available, with employees generally expected to work from the Wenatchee office 1–3 days per week depending on project and team needs. Employees must reside in Washington State and within a reasonable distance of the office.

The position reports to Cascadia CD's Riverscape Program Manager. Funding is subject to the continued availability of federal, state, and local grants and contracts.

CASCADIA
CONSERVATION DISTRICT

TYPICAL WORK

The Habitat Restoration Resource Specialist II will lead and support aquatic and riparian restoration projects throughout Chelan County while supporting collaborative watershed planning and habitat restoration efforts in the Entiat watershed. The position will be involved throughout the project lifecycle, from project development and funding through implementation, monitoring, and reporting.

Typical responsibilities include:

- Manage habitat restoration projects, grants, budgets, contracts, schedules, and deliverables.
- Identify funding opportunities and develop grant applications for restoration projects.
- Coordinate project planning, design, permitting, cultural-resource review, procurement, contracting, construction, and closeout.
- Work with private landowners, engineers, contractors, tribes, agencies, and other partners to develop and implement restoration projects.
- Conduct site visits and support field assessment, implementation, maintenance, and monitoring.
- Coordinate and facilitate the Entiat Planning Unit and Entiat Habitat Subcommittee, including agendas, meeting materials, documentation, and follow-up.
- Build and maintain productive relationships with watershed partners and help connect planning priorities with the development, funding, and implementation of on-the-ground projects.
- Track grant requirements and budgets and prepare progress reports, reimbursement documentation, and other deliverables.
- Participate in regional habitat restoration, water-resource, and salmon-recovery partnerships.
- Collaborate with Cascadia CD's other conservation programs and communicate project activities and results to landowners, partners, funders, and the public.

The position includes a combination of office, meeting, and field work. Workload will vary seasonally and depending on project phase, but applicants should expect a mix of project management, partner coordination and facilitation, and field-based restoration work.
For a complete list of duties, please see the full job description on the Cascadia Conservation District Careers page.

MINIMUM QUALIFICATIONS

A qualified candidate must have:

- A bachelor's Degree in natural resources, fisheries, ecology, environmental science, habitat restoration, or a related field and at least three years of relevant professional-level experience; OR an associate's Degree and at least four years of relevant professional experience; OR an equivalent combination of education and directly applicable experience.
- Experience coordinating or managing natural-resource, habitat-restoration, or similar projects.
- Strong organizational skills and demonstrated ability to manage multiple projects, deadlines, and priorities.
- Strong written and verbal communication skills.
- Ability to organize and facilitate collaborative meetings involving participants with different roles, interests, and areas of expertise.
- Experience working collaboratively with private landowners, contractors, agency staff, partners, or community members.
- Experience developing, administering, or managing grants, contracts, or project budgets.
- Experience with or working knowledge of environmental permitting and regulatory processes associated with restoration projects.
- Experience planning or implementing conservation or restoration practices related to aquatic habitat, riparian areas, agriculture, forestry, or related natural-resource work.
- Ability to work both independently and collaboratively as part of a team.
- Ability to work in remote and rugged locations under varying weather conditions, traverse difficult upland and instream terrain, and carry field equipment necessary to complete job responsibilities.
- Proficiency with Microsoft Office applications, particularly Word and Excel.
- A valid driver's license.

DESIRED QUALIFICATIONS

We recognize that strong candidates may bring different combinations of skills and experience.
Applicants are encouraged to apply even if they do not meet every desired qualification.

Experience in one or more of the following areas would be beneficial:

- Aquatic, riparian, floodplain, or salmonid habitat restoration.
- Watershed planning, salmon recovery, or collaborative natural-resource planning.
- Facilitating multi-agency, stakeholder, technical, or community meetings.
- Low-tech process-based restoration, fish-passage projects, large woody material installation, or other instream restoration.
- Restoration permitting, including HPAs, U.S. Army Corps of Engineers Section 404 permits, or similar approvals.
- Grant writing and management of state, federal, or other public funding.
- Construction contracting, procurement, or contractor coordination.
- GIS software and spatial analysis.
- Washington native and non-native plant identification and restoration monitoring.
- Working with conservation districts, tribes, NRCS, natural-resource agencies, salmon-recovery organizations, or similar partners.
- Spanish-language proficiency.

ABOUT CASCADIA CONSERVATION DISTRICT

Cascadia Conservation District's mission is to encourage wise stewardship and conservation of all natural resources in Chelan County. Cascadia CD works with landowners, communities, agencies, tribes, and other partners to implement conservation practices on the ground, provide technical and financial assistance, educate adults and youth about natural-resource stewardship, and develop locally led solutions to natural-resource challenges.
Our approach emphasizes voluntary, non-regulatory conservation and practical, on-the-ground solutions. Cascadia CD is a non-regulatory political subdivision of Washington State governed by a five-member volunteer Board of Supervisors.

WORKING AT CASCADIA

Cascadia CD is a collaborative team where staff have the opportunity to take ownership of their work while drawing on the experience and expertise of their coworkers. Our projects are often interdisciplinary, and staff regularly work across program areas, share ideas, troubleshoot challenges together, and step in to support one another when needed.
Our work environment is professional but not overly formal. We value open communication, curiosity, practical problem-solving, a sense of humor, and a willingness to learn. Staff are trusted to manage their responsibilities independently while also being encouraged to ask questions, seek input, and collaborate when a project would benefit from another perspective.
Working at Cascadia also means being comfortable with variety. A week might include writing a grant or managing a project budget, meeting with a landowner, coordinating with an engineer or agency partner, and spending a day in the field helping move a restoration project forward. Priorities can shift with seasons, funding, field conditions, and partner needs, so flexibility, organization, and good communication are important.
We value employees who are pragmatic, adaptable, open-minded, attentive to detail, and comfortable finding creative solutions when conventional approaches do not fit a project or situation. We are committed to serving the public in an open, ethical, and efficient manner and to working respectfully with people who bring different backgrounds, experiences, and perspectives to conservation.
Above all, we are a team of people who care about Chelan County and enjoy working together to turn conservation ideas into practical, on-the-ground projects.

ABOUT CHELAN COUNTY

Chelan County extends from the Columbia River and agricultural valleys to the eastern slopes of the Cascade Mountains and includes the Wenatchee, Entiat, and Chelan watersheds. The region's rivers, forests, working lands, and communities provide opportunities to work across diverse landscapes while contributing directly to salmon recovery, water quality, and watershed resilience.