



**ECOSTUDIES INSTITUTE**  
*A nonprofit scientific organization*  
900 Jefferson St. SE  
P.O. Box 1614, Olympia, WA 98501  
email: [ecostudies@ecoinst.org](mailto:ecostudies@ecoinst.org); 305-213-8829

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## **POSITION DESCRIPTION**

### **Restoration Technician**

Reports to: Restoration Director  
Location: Olympia, Washington  
Type: Temporary/Seasonal Full-time  
Non-Exempt  
Compensation: starting at \$17.08 – DOE; with benefits  
Period: Seasonal, Estimated start Mar 22. Expected through Sep 30 2022 or later depending on budget developments.

### **POSITION DESCRIPTION:**

The Restoration Technician will work with a team in the maintenance and restoration of prairie and forest habitats in the South Salish Sea region of Washington, with a focus on Joint Base Lewis-McChord. Field season priorities are being refined at the time of this announcement, as are the number of positions being hired. Technician positions are expected to be involved in supporting a number of restoration projects. Possible projects areas include: upland and/or aquatic invasive weed control; silvicultural treatments and forest invasive weed control; prescribed fire operations, burn unit preparation and post-burn follow up work; and prairie habitat restoration. Applicant interest, skillset and programmatic need will determine specific position assignment and focus areas. All positions will entail strenuous physical activity and operation of heavy equipment. The Restoration Technician is a full-time, seasonal, non-exempt position supervised by the Joint Base Lewis-McChord Program Manager.

This position requires a sound work ethic, interpersonal skills, and positive attitude during long field days. Development of positive and effective relationships with volunteers and partners is critical. The Technician must also be able to work independently, completing substantial tasks without direct supervision or through the supervision of conservation partners, including federal and state agency personnel, such as the WA Dept. of Natural Resources, WA Dept. of Fish and Wildlife, and Joint Base Lewis-McChord Fish and Wildlife and Forestry staff. The South Sound Program is science-based and the Technician will be required to document and appropriately file all data pertinent to the operations on a regular basis.

The Technician is expected to be an integral member of our team. The Technician will become a staff information source on the effective and efficient implementation of restoration actions. The Technician will need to be able to communicate effectively with partners, volunteers and the public concerning specific work and the work of the South Sound Program.

### **HIRING EQUITY AND JUSTICE**

*It is well-documented that Black, Indigenous and People of Color (BIPOC), queer and transgender folks,*

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women, and other marginalized groups often do not apply for jobs unless they feel they meet every single qualification or requirement listed in the job description. Conversely, it is well documented that people with identities overrepresented in our field (White people, men, etc.) do not hesitate to apply to jobs even if they do not meet all of the stated qualifications or requirements in the job description and are often still hired into those positions. We are most interested in finding the right candidate for the job and our team, and encourage all passionate and interested candidates to apply and not discount prior experience that could be transferable, even if it is outside what we have described. We are committed to working against the structural biases that continue to keep marginalized people excluded from the conservation, restoration, and wildland fire/prescribed fire fields, and to making sure our hiring practices are not reproducing those biases.

## **POTENTIAL RESPONSIBILITIES**

- Survey and control invasive plants and undesirable native vegetation primarily through herbicide applications.
- Participate on prescribed ecological burns. Achieve and maintain qualification as Firefighter Type II under NWCG guidelines (training provided). May work towards advanced qualifications.
- Conduct routine maintenance of all equipment used in implementing duties.
- Operate equipment such as tractor, chain saws, hand-operated gas-powered brush cutters, engine powered chipper/shredder, and other heavy and light equipment. (training will be provided where needed.).
- Work with personnel, equipment and other resources to successfully complete natural resource management projects.
- Learn current best-practice restoration techniques as developed and utilized by the restoration team. Communicate the correct and safe implementation of these techniques to other crewmembers, partners and volunteers.
- Work collaboratively with resource agencies, consultants, and other conservation organizations.
- Assist with other natural resource management operations as requested including tree planting, monitoring.
- Fulfill other duties as assigned.

## **REQUIREMENTS (SOME ARE FOCUS AREA SPECIFIC)**

- Completion of or progress towards BA/BS/AS/Technical or vocational degree in science-related field or at least one year of experience in natural resources, agriculture, or other outdoor/physical work setting.
- Experience working with or knowledge of natural systems; ability to recognize plant and animal species as required to complete natural resource management activities. Knowledge of ecological land management principles.
- Must be able to obtain appropriate driver's license, Washington State pesticide license, first aid, CPR, and NWCG firefighter type II certification.
- Ability to operate various types of equipment in a safe and efficient manner (e.g. backpack sprayer, chainsaw, tractor, two-way radio, etc. Training will be provided where needed.)
- Ability to follow instructions from colleagues
- Ability to manage time and diverse activities under deadlines while delivering quality results
- Ability to perform physical work, sometimes under adverse conditions or in inclement weather

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- Working knowledge of common software applications (e.g.; Word, Excel, Web browsers) and familiarity with ArcGIS and other database systems.

#### **VACCINE REQUIREMENT**

- All Ecostudies Institute employees must submit proof of Covid-19 vaccination, prior to employment. Accommodations may be made for medical reasons or sincerely held religious beliefs.

#### **WORKING CONDITIONS (SOME ARE FOCUS AREA SPECIFIC)**

- Regularly works in natural areas. Hikes across, and conducts work within, native habitats and uneven ground. Work is anticipated in prairie, forest, wetland and other habitat types.
- Works in military training areas with nearby training activities including artillery and small arms fire, aviation and military vehicle driving training, etc.
- Regularly sits or stands at a desk or computer workstation.
- Regularly required to operate an ESI vehicle.
- Frequently works alone.
- May be requested to work some evenings and weekends, and/or travel.
- Uses or supervises the use of pesticides and or other chemical substances.
- Uses or supervises the use of hand and powered equipment such as shovels, axes, weed trimmers and chain saws.
- Regularly works around wildland fires.
- Regularly lifts, positions, or otherwise moves objects weighing up to 50 pounds.

#### **TO APPLY**

Please send a resume, concise cover letter, and three references to [mmckinley@ecoinst.org](mailto:mmckinley@ecoinst.org). Include "Applicant 2022" at the beginning of the email subject line. Applications will be evaluated as received with priority given to applications received before Jan 31.

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*Ecostudies Institute is an Equal Opportunity employer. Personnel are chosen on the basis of suitability without regard to race, color, religion, sex, national origin, disability, marital status or sexual orientation, in accordance with federal and state law.*

*The above statements are intended to describe the general nature of the work being performed by people assigned to this work. This is not an exhaustive list of all duties and responsibilities. Ecostudies Institute management reserves the right to amend and change responsibilities to meet business and organizational needs as necessary.*

*This position description does not constitute an employment agreement between the Ecostudies Institute and the employee and is subject to change by Ecostudies Institute as the needs of the Ecostudies Institute and requirements of the job change.*

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