



## ECOSTUDIES INSTITUTE

*A nonprofit scientific organization*  
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### Restoration Specialist

Reports to: Joint Base Lewis McChord Program Manager  
Location: Olympia, Washington  
Type: Temporary/Seasonal Full-time (1.0 FTE);  
Non-Exempt  
Compensation: Starting at \$21.17 – DOE; with benefits  
Period: Permanent

### POSITION DESCRIPTION

The Restoration Specialist (Specialist) will work with a team in the maintenance and restoration of prairie sites, primarily at Joint Base Lewis-McChord (JBLM) and in South Puget Sound. This position will have a range of restoration responsibilities in support of the program's regional conservation goals. The Specialist will engage in and take a lead position in various project areas, such as: prescribed fire, monitoring and control of pest plants, establishing and monitoring native vegetation, and monitoring wildlife. The Specialist will instruct other members of the restoration team in their specialty area. The Specialist will also work with project leaders and partners to plan and lead the implementation of tasks in their specialty. The position entails strenuous physical activity and operation of heavy equipment, sometimes within active military training areas on JBLM.

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

The Specialist is expected to be an integral member of our team. The Specialist will become a staff information source on the effective and efficient implementation of restoration actions. The Specialist 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, 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 the stated qualifications or requirements in the job description and are*

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*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.*

**RESPONSIBILITIES:**

- Plan, implement and coordinate specialty projects. Manage logistics, crewmembers and personally conduct management actions.
- Communicate successes and lessons learned to partners, Ecostudies Institute staff and the public through written reports, presentations and other methods. Suitable results should also be communicated to the scientific community through published reports or other appropriate means.
- Work with personnel, equipment and other resources to successfully complete prairie restoration projects
- Develop and implement protocols to ensure proper collection and management of geographic and other data. This requires proficiency in handheld GIS data collection
- 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)
- Conduct routine maintenance of all equipment used in implementing duties
- Maintain up-to-date knowledge of the restoration techniques utilized by the restoration team and communicate the correct and safe implementation of these techniques to other crewmembers, partners and volunteers
- Be the primary resource for the Restoration Team concerning information and implementation within their specialty, lead team and crewmembers on projects and tasks related to their specialty, produce concise and informative reports on the projects and tasks that are led by the Specialist
- Participate on prescribed ecological burns. Maintain minimum qualification as Firefighter Type II under NWCG guidelines (training provided where needed). Work towards advanced qualifications such as Firing Boss and Engine Boss
- May initiate and administer service contracts, ensuring contract compliance and fulfillment of deliverables
- May develop and manage project operation budgets and prepare progress and final project reports
- Assist with other natural resource management operations as requested including tree planting, herbicide application and controlled burning activities and obtain appropriate Washington State pesticide license
- Other duties as assigned

**REQUIREMENTS:**

- At least two years progress towards BA/BS/AS/Technical or vocational degree in science-related field and one year related experience in natural resources/agriculture/outdoor management or equivalent combination of education and experience
- Experience working with or knowledge of natural systems; ability to recognize plant and animal species as required to complete preserve management activities. Knowledge of ecological land management principles.

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- Ability to operate various types of equipment in a safe and efficient manner (e.g.; lawn mower, 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
- Be able to obtain related licenses or certifications such as first aid, CPR, herbicide application, driver's license, Firefighter Type II qualification.
- Working knowledge of common software applications (e.g.; Word, Excel, Web browsers) and familiarity with ArcMap GIS and other database systems.

#### **VACCINE REQUIREMENT**

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

#### **WORKING CONDITIONS**

- Regularly works in natural areas and at native plant nurseries and seed production fields. Hikes across, and conducts work within, native habitats and uneven ground.
- Regularly sits or stands at a desk or computer workstation.
- Regularly required to operate a Ecostudies Institute 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 powered equipment such as weed trimmers and chain saws.
- Regularly works around wildland fires.
- Uses hand tools and operates nursery equipment.
- Regularly lifts, positions, or otherwise moves objects weighing up to 50 pounds.

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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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