



## Job Description

Title: Restoration Crew Member

Reports To: Riparian Restoration Coordinator

Supervises: N/A

Adopted: 2024

### POSITION PURPOSE/SUMMARY

The Restoration Crew Member position is a grant funded, full-time, hourly employee serving the Grays Harbor Conservation District (District). Positions are dependent on continued grant funding. This position is responsible to the District Board of Directors and is supervised by the Riparian Restoration Project Coordinator.

The Restoration Crew Member carries out the implementation of District restoration projects, including but not limited to: invasive species management, native tree/shrub/herbaceous plantings, planting monitoring/maintenance, and small-scale in-stream construction projects.

### DUTIES AND RESPONSIBILITIES

The following are examples of typical work duties but are not a comprehensive list.

- Planting native riparian trees and shrubs at restoration projects on private and public lands
- Maintenance/irrigation of native riparian tree and shrub plantings
- Mechanical/chemical treatment of invasive plant species
- Installation of woody hand-built in-stream restoration structures such as beaver dam analogues or post assisted log jams
- Installation of livestock exclusion fences
- Collection of field data on plant survival, invasive plant treatment effectiveness, and in-stream restoration effectiveness

Other work such as conducting basic forest inventory, habitat surveys, fish barrier assessment surveys, and collecting topographic survey data may be assigned as needed.

## REQUIRED QUALIFICATIONS

- Valid WA State Drivers License

Key knowledge skills and abilities desired:

Restoration Crew Members should be comfortable with most of, if not all of the following working conditions

The following are examples of typical working conditions, but are not a comprehensive list:

- Work in inclement weather including rain, wind, and direct sun
- During planting days, there will be repetitive digging, bending, and load carrying
- Wade in river and stream water of varying depths and current speeds
- Work in remote areas, sometimes miles away from a road
- Use of equipment such as brush cutters, chainsaws, hydraulic post pounders, and pesticide sprayers
- Carry heavy loads for long distances
- Drive long distances in state-owned vehicles
- Work along busy roadways including state highways and county roads

## SALARY/BENEFITS

Starting at \$20-22/hour

- Grays Harbor Conservation District offers comprehensive health and retirement benefits through the State of Washington [Department of Retirement System](#) (DRS) and the Health Care Authority [Public Employees Benefits Board](#) (PEBB). Retirement contributions made by employees are matched by the conservation district at a rate established annually by the DRS. The conservation district provides 100% coverage on the premiums for our PEBB health, dental vision, life and long term disability benefits package for employees and their dependents