



Job Description

Title: Restoration Crew Member

Reports To: Restoration Crew Lead

Status: Non-exempt, Full-Time

Supervises: None

Compensation: Starting at \$21 per hour

Adopted: November 2025

POSITION PURPOSE/SUMMARY

The Restoration Crew Member position is a grant funded, regular, full-time, hourly employee serving the Grays Harbor Conservation District (District). This position is responsible to the District Board of Directors and is supervised by the Restoration Crew Lead. The Restoration Crew is housed within the District's Watershed Restoration Program (WRP).

Restoration Crew Members perform on-the-ground 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. Crew members are essential team members for successful implementation of the District's conservation practices. The work is based out of Elma, WA with job sites throughout beautiful Grays Harbor County. The District crew works on restoration projects ranging from large salmon bearing rivers such as the Satsop, Wynoochee, and Chehalis to small headwater streams in the Olympic foothills.

DUTIES AND RESPONSIBILITIES

- Plant 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 structures
- Installation of livestock exclusion fences

- Collection of field data on plant survival, invasive plant treatment effectiveness, and in-stream restoration effectiveness
- Work as a team with other crew members and the crew lead to ensure a safe and efficient work environment.
- Follow all safety and risk management protocols
- Maintenance of hand tools, power tools, safety equipment, and other field crew assets
- Conduct on-site quality control and communicate/apply restoration project standards/expectations
- Read and interpret project scopes of work and maps
- Track projects/tasks with a strong sense of ownership, follow-through, attention to detail, and communication
- In coordination with project managers the crew lead and other crew members, develop efficient and adaptable field implementation plans
- Regular reporting of project progress, challenges, and personnel issues to the crew lead
- Collaborate with other private or public field crews working on the same assigned projects
- Manage and maintain the District crew shop
- Participate in routine safety talks and training sessions
- Care for, maintain, and ensure security of vehicles, tools, property, and equipment
- Utilize field gps equipment to identify property boundaries, project locations, and collect data
- Safely mix and apply herbicide using pesticide application equipment such as backpack sprayers
- Other project work such as conducting basic forest inventory, native plant nursery management, habitat surveys, fish barrier assessment surveys, and collecting topographic survey data may be assigned as needed.

BASIC QUALIFICATIONS

- Demonstrated experience in restoration project implementation, including but not limited to planting native plants, invasive plant management, and project maintenance/monitoring.
- Experience using power/hand tools for restoration projects.
- Able to be a self-motivated problem solver who displays aptitude at troubleshooting.
- Excellent communication skills with staff, project partners, and landowners.
- Demonstrated ability to implement daily and weekly work plans
- Demonstrated skills in public interaction
- Ability to work safely and cooperatively in a group setting under a variety of working conditions
- Ability to perform manual labor in rough terrain, lift heavy objects, and work for extended periods of time outdoors in various weather conditions.
- Familiarity with using GPS mapping technology and software.
- Professional, courteous, honest, and with a track record of following through.
- A willingness to continually learn and grow as a natural resource professional working in a fast-paced, challenging, and rewarding field.
- Willingness to acquire and maintain appropriate pesticide applicators licenses
- Possession of a valid driver's license and a clean driving record.

The position requires the ability to lift and/or move items weighing up to fifty pounds, conduct repetitive motions, stand, sit, or stoop for long periods of time, carry field equipment, wade streams, cross fences safely, and encounter wild and domestic animals.

PREFERRED QUALIFICATIONS

- Proven knowledge of natural resource stewardship and riparian restoration principles.
- Experience constructing small-scale in-stream restoration structures such as beaver dam analogues or post-assisted log jams.
- Experience using pesticides for invasive plant management
- Familiarity with operation of chain saws, brush cutters, hydraulic post pounders and other heavy equipment.
- Knowledge of the agricultural and natural resource issues of Grays Harbor County.
- Knowledge of local, state, and federal natural resource agencies, policies and regulations.

SALARY/BENEFITS

Starting at \$21 per hour

2 month probationary period

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