



JOB DESCRIPTION - Seasonal Conservation Technician

Employee Name:	Position Open
Reports to:	Natural Resource Conservation Program Manager
Employment Status:	At-will Employee; temporary
FLSA Status:	Non-exempt
FTE:	Part Time (10-20 hours per week)

Position Summary

The Seasonal Conservation Technician duties support the Invasive Species Program (ISP) at Benton SWCD. The ISP aims to educate residents of Benton County about noxious weeds and their impact on working lands and ecology of local forests, rivers, and other habitat. The main focus of the Seasonal CT will be the outreach, assessment, and removal of oblong spurge (*Euphorbia oblongata*) which is a high priority noxious weed in Benton County. We seek a collaborative team member with an interest in supporting all efforts related to controlling noxious weeds in Benton County. The CT must have background in plant identification, communication and customer service skills, a willingness to work with residents who have noxious weeds on their property, and enjoy working with diverse community members.

The Seasonal Conservation Technician will work 10-20 hours per week during April, May, and June. The position ends June 30, 2023

Equity, Diversity, Inclusion and Justice (EDIJ)

Benton SWCD seeks to dismantle systemic barriers and operate based on the principles of EDIJ. To that end, this position requires:

- Knowledge and interest in EDIJ principles
- Commitment to a diverse, inclusive environment that places a high value on equity.
- Participation in creating and promoting a workplace culture of collaboration, awareness, innovation, accountability, compassion, and respect.
- Excellent interpersonal skills and ability to establish effective working relationships in a multicultural, gender-diverse, and multiethnic environment.
- Engagement in equity, diversity, inclusion, and justice training with workgroup participation.

ESSENTIAL FUNCTIONS

The Seasonal Conservation Technician will work closely with the Natural Resource Conservation Program Manager to...

- Survey properties identifying plants and recording sightings of oblong spurge
- Hand pull or dig oblong spurge and other noxious weeds
- Contact homeowners and residents about visiting properties for surveys and treatment through phone calls, Emails, and writing letters. Obtain signed agreements that permit treatment of weeds.
- Update data on noxious weed sightings, take photos of oblong spurge, and manage photo files on computer.
- Work with partner organizations on special survey projects such as urban creeks or city parks

- Perform neighborhood walks looking for oblong spurge in front yards or public spaces
- Help plan a public presentation on priority noxious weeds in Corvallis residential areas
- Update flyer and other outreach information related to oblong spurge
- Contact neighborhood associations and walking groups to build awareness of oblong spurge.
- Check online websites such as the Oregon Invasive Species Hotline for new reports of high priority noxious weeds
- Plan a site tour with other resource professionals in Benton County to share our work on oblong spurge control

MINIMUM QUALIFICATIONS

- A minimum of 6 months of experience in plant identification. This can be from past work experience, formal education such as high school or college course work, workshops, or personal research and experience.
- Ability to work independently, outdoors in adverse weather conditions sometimes walking through dense vegetation on uneven terrain.
- Fluency with computer technology including skills in Microsoft Office, including Excel, Word, and Outlook
- Time management skills to address multiple priorities
- Strong verbal and written English communication skills (reading, writing, listening).
- Ability to interpret and implement District policies/procedures and best practices.
- Commitment to cultivating a welcoming environment; adept at interacting with people who have different perspectives and learning styles.

Working Conditions and Physical Demands

The working conditions and physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- This work involves extended periods of time in a stationary position working on a computer, as well as long periods outdoors walking over steep and uneven terrain. Frequent bending and kneeling will occur while hand pulling or digging noxious weeds.
- This position frequently requires work outdoors with visits to private property. These visits may occur in inclement weather.
- Must have access to a personal vehicle for work travel, a valid Oregon Driver's License, current auto insurance, and good driver record are required. Hire will be dependent on passing a criminal history and driving record check.
- Must be able to use a computer and other technology devices frequently and consistently to input data and receive, understand, and appropriately respond to District communications.
- Must be able to accurately record/report data and information which is technical in nature.
- Some evening and weekend meetings may occur.
- Must be able to lift/transport bags of noxious weeds up to 25 pounds

Work Environment and Relationships

- Maintain strong collaborative and supportive work relationships with BSWCD staff and board.
- Enthusiastically promote the role of BSWCD in the community, foster positive relationships and partnerships, and represent the District in a professional manner.
- Work independently outdoors for several hours at a time.
- Commit to serve diverse populations equitably and respectfully.

Equal Employment Opportunity

Benton Soil and Water Conservation District (BSWCD) is an equal opportunity employer. BSWCD does not discriminate in employment on the basis of race, color, national origin, religion, age, disability, gender, sexual orientation, gender identity, military service, marital status, parental status, or any other non-merit factor.