



*Promoting ecologic and economic resiliency in
the Coquille watershed.*

Job Announcement – Watershed Technician

Job Title: Watershed Technician

Reports to: Executive Director & Program Coordinators

At Will, Exempt Position

0.75-1.0 FTE (30-40hrs/week) – Grant funded

Starting Compensation: \$19-\$21/hour (depending on experience, education and licensing)

Office Location: Coquille, OR

Benefits:

- Health Insurance (medical, vision & dental)
- Paid Time Off - 80 hours paid vacation (1.0FTE, increases with additional years of service), 40 hours paid sick, 11 paid holidays (8 hours/each)
- Short term disability insurance coverage
- Retirement (IRA with 3% employer match)

About the Coquille Watershed Association

Our mission is to work collaboratively with landowners to develop and implement voluntary watershed restoration, enhancement, and engagement activities that promote healthy and resilient ecosystems and economies in the Coquille watershed. CoqWA is a 501c3 non-profit organization that was formed over 25 years ago by a small group of local citizens who were concerned about the health of the watershed and its fish and wildlife resources. Since that humble beginning, CoqWA has established restoration, monitoring, and educational programming that is valued and supported throughout the community. We work with a diverse group of landowners, industries, and agency partners to accomplish watershed enhancement and restoration objectives. CoqWA is led by a volunteer Board of Directors representing landowners, business owners, stakeholders, and community members. CoqWA is also advised by technical experts housed in local, state, and federal natural resource agencies. The Association is funded from state, federal and private grants & donations, grant writing and fundraising is a continuous activity to support ongoing programming and operations. The Association maintains positive, strong relationships with several funders. **For more information:** <https://www.coquillewatershed.org/about-us/accountability/>

Work Environment: Here at CoqWA, we value our collaborative, supportive workplace culture that contributes to our success in accomplishing high value, high impact projects throughout the watershed. By applying to work with us you have the opportunity to join a small but mighty staff team working cohesively to enhance our organization and our watershed. Located on the beautiful South Coast of Oregon, CoqWA maintains a fully equipped office in Coquille, OR. CoqWA is also dedicated to supporting a positive work/life balance, promoting a flexible work schedule for staff that is agreed upon by staff and their supervisor.



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Position Summary

This is a full time (30-40 hours per week) at will, exempt position. The Watershed Technician will work across all programs within the organization with the majority being fieldwork. The wide range of projects the Watershed Technician will work on the first year will include tide gate effectiveness monitoring, water quality monitoring, freshwater mussel surveying, noxious weed surveying and treatment and riparian plantings. The position will largely include work outdoors in the field, in all weather conditions (i.e., cold, rain, heat, etc.), but some office work will be required. The technician will have the opportunity to work with Board members, volunteers, private landowners, agency partners, and others to accomplish projects.

Essential Functions of the Position

- Monitoring Program
 - Assist with Tide Gate Effectiveness Monitoring such as fish sampling (hoop traps, seine) and PIT tagging of coho at restoration projects. Help maintain PIT antennas and repair equipment.
 - Water quality monitoring such as dissolved oxygen, conductivity, temperature monitoring.
 - Watershed wide surveying currently of freshwater mussels but likely GRAIP road surveys and habitat surveys in the future.
 - Assist with landowner outreach, mapping, data entry, logger calibration and data QA/QC when needed.
- Noxious Weeds
 - Survey, inventory, and map noxious weed infestations; surveys may be done on foot, boat, or by vehicle.
 - Perform herbicide, mechanical, and manual treatments on noxious weeds in the field as required.
 - Maintain mapping information, treatment records, and monitoring data using field data sheets (paper) and programs such as Collector and Survey123.
 - Prepare and maintain a variety of records, timesheets, spray records, field notes, and information.
 - Assist with data analysis and reports.
- Restoration and Riparian Program
 - Riparian vegetation planting, long-term maintenance, collection of photo points and survival surveys
 - Assist with sourcing plants, staging and mapping of riparian projects
 - Assist with fish salvage projects



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Qualifications

Education

- Preference given to applicants possessing a natural resources related degree (Associate's degree with field experience or Bachelor's degree).
- Highly desirable skills: familiarity with Survey123, ArcMap, fish identification and handling experience, knowledge of plant identification, herbicide application, and mixing herbicides, possessing or willingness to possess herbicide applicators license

General Requirements

- 18 years of age or older.
- Obtain an Oregon Pesticide Applicator license
- A positive attitude, strong work ethic, aptitude to learn new skills, and interest in natural resources are essential!
- Ability to perform strenuous work in varying weather conditions including but not limited to: carrying a 40 lbs. pack, hiking multiple miles, and working outside for long periods of time.
- Ability to work in moving water on rocky, slick terrain.

- Paddling skills are preferred but not required. At a minimum, the Technician must be comfortable in small water crafts for 8+hours/day (a boating safety course will be completed with Association staff prior to boating).
- Adequate navigation and driving skills on forest roads.
- Working knowledge of Microsoft Office (Word, Excel).
- Attention to detail, especially with data entry.
- Ability to establish and maintain records of work and data.
- Ability to work both independently and as part of a team.
- Ability to follow instructions carefully and take direction from a crew leader.
- Ability to work effectively and cordially with landowners and the public.
- Ability to communicate effectively in both oral and written form.
- Ability to make decisions independently in accordance with established policies and procedures.
- Valid driver's license and use of personal vehicle for travel. Mileage will be reimbursed at the state approved rate.
- Ability to drive large vehicles (i.e., pick-up truck) on varying and rough terrain.



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To Apply

Instructions

- Submit application materials to Dan Silvius, via email at hireing@coquillewatershed.org with the subject line titled: “**Watershed Tech Position (Your Last Name)**”
- Required application materials:
 - Resume
 - Cover letter addressing your interest in the position, qualifications and examples of experience related to this position.
 - Three references with contact information provided (professional references are preferred)

Studies have shown that Black, Indigenous, and People of Color (BIPOC), women, and other marginalized groups are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in a job description. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background. If you are interested in applying, we encourage you to think broadly about your background and qualifications for the role. CoqWA supports diversity and equity, and we encourage applications from all groups.