



SOIL & WATER CONSERVATION COMMISSION

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POSITION ANNOUNCEMENT SAGEBRUSH LANDSCAPE RESTORATION SPECIALIST

SALARY RANGE \$45,500 - \$58,200 annually, depending on experience – plus competitive benefits.

LOCATION(S) Idaho Soil & Water Conservation Commission office in Boise.

SPECIAL NOTIFICATION This is a temporary, not to exceed 2.5 year grant-funded position. The position is exempt from classified service and the Rules of the Division of Human Resources, and is subject to Idaho Soil and Water Conservation Commission (ISWCC) policies. The position covers an extended area within Idaho and may require significant or extended periods of travel outside the Boise area.

POSITION PURPOSE This position will work with the Natural Resources Conservation Service (NRCS), the Governor's Office of Species Conservation (OSC), and other stakeholders to restore lost hydrology to wet meadow, mesic, and wetland areas. It will promote and assist to implement landscape-scale improvements across jurisdictional boundaries to impact sage-steppe obligates and associated species across Idaho.

GENERAL INFORMATION Incumbents follow the administrative direction of and are employees of the ISWCC, but receive supervisory oversight from assigned NRCS State Office personnel.

PRINCIPAL DAY-TO-DAY ACCOUNTABILITIES UNDER NRCS SUPERVISION

Incumbents:

- Provide technical conservation assistance to farmers and ranchers and provide assistance in administrative, fiscal, and technical responsibilities as requested by the local NRCS field office or partners such as, but not limited to, OSC, Idaho Department of Fish and Game, Idaho Sage Grouse Action Team, and US Fish Wildlife Service. Communicate and work with Commission staff, conservation districts, and/or directly with landowners and operators through face-to-face contact, the telephone, written correspondence and/or e-mail.
- Provide science and technology development to NRCS field offices, Commission staff, conservation districts, and others, identify technology transfer and training needs, increase communication and build partnership capacity in focus areas, and increase technical assistance capacity and as it relates to restoring lost hydrology to wet meadow, mesic and wetland areas. Conduct training and provide technology transfer on tools and emerging science to improve conservation effectiveness of restoring lost hydrology to wet meadow, mesic, and wetland areas. Work to identify wet meadow, mesic and wetland landscape-scale challenges, develop strategic solutions and assist partners in project planning.

322 E. Front St., Suite 560 • P.O. Box 83720, Boise, ID 83720
P: 208.332.1790 • F: 208.332.1799 • www.swc.idaho.gov

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- For plans focusing on wet meadow, mesic or wetland resources, assist with the conservation planning process and certification of conservation practices under direction of local NRCS District Conservationist to assure adherence to NRCS standards and specifications. Ensure that NEPA (including all appropriate permits) is completed for projects developed by this position. Obtain Apprentice Planner Certification as well as appropriate job approval authority for conservation practices as identified by NRCS. Promote Commission and NRCS objectives, programs, and assist NRCS, Commission, and conservation district field offices as assigned by NRCS supervisor.
- Work with NRCS State Office staff and provide feedback on relevant job sheets and specifications, identifying training opportunities for NRCS and partners, and communication strategies as it relates to wet meadow, mesic and wetland throughout Idaho. Initiate and plan field tours highlighting projects that have been implemented to restore lost hydrology to wet meadow/wetland/mesic areas. Assist in the production of written and visual tools such as videos or other outreach material as assigned.
- Establish working relationships with state, federal and local groups at the county level to ensure planned projects meet all state, federal and local requirements.

PRINCIPAL ADMINISTRATIVE ACCOUNTABILITIES UNDER ISWCC DIRECTION

Incumbents:

- Fulfill responsibilities as an ISWCC employee including keeping daily records of time and work accomplishments, summarizing time and accomplishments for performance plans/evaluations and periodic/special reports, satisfy all other State rules and policies for state employees as outlined in the ISWCC Personnel Procedure Manual, and as an ISWCC/NRCS Conservation Cooperator.
- Other duties as assigned

MINIMUM QUALIFICATIONS

- **Education** College degree in wildlife biology, fisheries, soil conservation or related agricultural or natural resource discipline such as agronomy, soil science, forestry, agricultural engineering, hydrology or related field. Preference will be given to applicants with 30 semester hours in a natural resource or agricultural field, including at least 12 semester hours in a combination of soils and crops, plant science or hydrology. Of the 12 semester hours, a minimum of 3 semester hours must have been in soils and 3 semester hours in crops or plant science; **OR**
- **Combination of Education and Experience** *At least 30 semester hours in one or more of the disciplines listed above, including at least 12 semester hours in a combination of soils, crops, plant science and hydrology, plus appropriate experience or additional education. Of the 12 semester hours, a minimum of 3 semester hours must have been in soils and 3 semester hours in crops or plant science.*
Demonstration of Education and/or Experience Education: provide a copy of college transcripts or list of college courses with credit hours, dates completed, and grades received at an accrediting institution recognized by the U.S. Department of Education. Experience: list paid and/or volunteer experience that included the application of techniques, principles, and methods from a variety of agricultural and natural resource fields and provide contact information for verification. All required information is due by the closing date of this announcement. Failure to timely submit required documentation will disqualify the applicant from consideration.
- **Civil Rights** Must perform duties in a manner, which actively supports civil rights policies regarding personnel rules and regulations and delivery of ISWCC and NRCS programs and services without regard to race, color, national origin, religion, sex, age, marital status, or physical or mental disability.

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- **Motor Vehicle Operator** Must possess and maintain a valid State of Idaho motor vehicle operator's license to perform the duties of this position. Operation of a motor vehicle in both public and private roads during daylight hours and occasionally after dark may be required. Ability and willingness to travel for extended periods out of the Boise area.
- **Customer Service** Incumbent will strive to meet the needs of customers while supporting ISWCC, and NRCS missions. Consistently communicates and treats customers (America's farmers, ranchers and forest landowners, their representatives, visitors, ISWCC and NRCS staff and leadership, and conservation partners) in a courteous, tactful, and respectful manner. Incumbent provides the customer with consistent information according to established policies and procedures. Handles conflict and problems in dealing with the customer constructively and appropriately.

PREFERRED QUALIFICATIONS Good knowledge of Idaho's federal, state, and local voluntary conservation partnership, soil and water conservation principles, agriculture, natural resource conservation practices, hydrology, biology, or range. Experience developing and making public presentations, good writing skills for developing technical reports and correspondence as well as resource plan development and implementation. Working knowledge of or experience working with NRCS.

CONDITIONS OF EMPLOYMENT Required training: Conservation planning Apprentice certification. Incumbent is required to obtain conservation planning Apprentice certification according to the guidelines in Part 409 to the General Manual within 24 months of employment; and complete other identified federal and state annual training requirements including those related to security awareness training and compliance, and relating to state employee job responsibilities.

Physical Demands Travel required, work requires regular and recurring physical exertion related to conservation work requiring, but not limited to, walking on rough terrain, jumping ditches and furrows, climbing steep banks, and working in and around streams and wetlands in remote locations.

To apply, please send a cover letter, resume, and a copy of qualifying college transcripts specified above to: info@swc.idaho.gov, attention HR Department, no later than 5 pm MT on Friday, March 2, 2018.

DATE 2/16/2018

Pay Grade: M

Overtime Code: A