



## **JOB ANNOUNCEMENT**

### **Job Title**

Habitat Restoration Technician

### **Job Summary & Responsibilities**

Whatcom Conservation District is conducting a hiring process for a Habitat Restoration Technician. Responsibilities of the position include assisting team members with planning, designing, installing, monitoring, and maintaining riparian habitat restoration projects in partnership with landowners, land managers, and community members. The Habitat Restoration Technician supports field implementation, data tracking, GIS mapping, contractor and crew coordination, and outreach activities, including the District's Annual Native Plant Sale and community engagement events. Refer to the position description for additional details on responsibilities and duties.

### **Requirements/Qualifications**

This position requires 2 years of related and transferable professional experience. The District prefers a BA/BS degree with aligned internship or work-study experience. However, any equivalent combination of education, experience, knowledge, and skills that provide the necessary qualifications to successfully perform the duties of the position will be considered. Refer to the Minimum Qualifications Guide for more details on education and experience equivalencies. Refer to the position description for minimum knowledge and skills requirements.

### **Compensation**

- Classification: FLSA Non-exempt
- Compensation Basis: Hourly
- Salary Grade: 7
- Salary Range: \$46,740 through \$62,636

### **Benefits**

- Paid Leave: 13.5 holidays, paid vacation and sick leave
- Insurance: Medical/Dental/Vision, Basic Life, and AD&D through WA PEBB
- Retirement Plan: WA DRS PERS

- Optional Benefits: WA DRS DCP, Colonial Life supplemental insurance plans, WA PEBB Long-term Disability, and Ameriflex FSA/DCA plans

### **About The Fish and Wildlife Habitat Improvement Team**

The District Fish & Wildlife Habitat Improvement Team plans and implements riparian restoration, fish passage, and habitat improvement projects. Strategic priorities also include improving upland wildlife and wetland habitat. Funding sources are primarily through state and federal partners. The program leverages tribal, local government, and NGO relationships to extend the scope and impact of the program.

### **Application Process**

Submit a resume and cover letter highlighting your experience, accomplishments, and skills relevant to the Habitat Restoration Technician Role, along with three professional references.

Submit all materials as PDF [via this application portal](https://app.smartsheet.com/b/form/019bdce3e9af759c8381c69f56f11d93). (Full application portal address is <https://app.smartsheet.com/b/form/019bdce3e9af759c8381c69f56f11d93>)

Application Deadline: February 3, 2026, 4:30 p.m.

Approximate Start Date: March 9, 2026

### **Hiring Process**

- Post job announcement
- Review applications for suitable candidates based on review criteria
- Interview candidates
- Offer the position to the most suitable candidate based on the selection criteria
- Onboard the selected candidate if the position is accepted
- If the position is not accepted or there are no suitable candidates, readvertise

### **Additional Information**

Contact Brandy Reed, [b.reed@whatcomcd.org](mailto:b.reed@whatcomcd.org) with questions about the hiring process, role, and qualifications.

Contact Emily Hirsch, [ehirsch@whatcomcd.org](mailto:ehirsch@whatcomcd.org) with questions about the duties and responsibilities of the position.

*The District maintains confidentiality during the hiring processes. All information related to the hiring process, including employee applications, interview records, and selection decisions, will be treated as confidential. The District is committed to providing equal opportunity for all eligible employees.*