



JOB ANNOUNCEMENT

Conservation Research Specialist, Full-time

<p>COMPENSATION AND BENEFITS</p> <ul style="list-style-type: none"> • Annual Salary Range: \$49,321 - \$66,095 • 13.5 Paid Holidays, Annual Leave, and Sick Leave • Medical and Dental Insurance • Simple IRA Retirement Plan 	<p>SCHEDULE</p> <ul style="list-style-type: none"> • 40 hours per week • Primary office hours Monday to Friday 8:00 am to 4:30 pm, with flexibility • Occasional evening and weekend commitments
--	--

The Whatcom Conservation District (WCD) is looking for an experienced and enthusiastic environmental science professional to conduct field research to support to the agricultural sector through our Research and Effectiveness Monitoring Program. The successful candidate will implement current research projects and develop new relevant projects relating to minimizing agricultural impacts to the environment in the most accessible manner to farmers. Current research and monitoring projects include; runoff monitoring on manure applied dairy fields, effectiveness study of water control structures for sub-irrigation, and a manure storage comparison study. There is opportunity for growth in this position to build new partnerships and develop new projects where an experimental design and analysis framework can support decision making and best practice implementation.

The ideal candidate has experience designing and executing agriculture-based research studies and sampling plans, knowledge of automated water quality sampler and flow monitoring (Teledyne ISCO Avalanche samplers) and Campbell Scientific dataloggers). In addition, they will possess exceptional organizational, communication, and people skills to build trust with land owners as well as an interest in local agriculture and an understanding of natural resource conservation.

The anticipated start date for the position is July 1, 2022. The position is funded through grants and contracts and is subject to the “employee at will doctrine”

This announcement will remain open until the position is filled. Initial pull of applications for consideration on May 20, 2022.

JOB DUTIES AND RESPONSIBILITIES

Field Data Collection (25% FTE)

- Collect water samples and flow data on from non-point source runoff monitoring stations.
- Collect soil moisture and data from irrigation study sites.

- Collect forage samples.
- Coordinate with producers on field management activities including manure application, planting, irrigation, and harvesting.

Field Station Maintenance (25% FTE)

- Maintain and calibrate electronic field equipment including automated water samples (Teledyne ISCO Avalanche samplers), Campbell Scientific data-loggers, solar charging stations, rain gages, modems, and soil moisture sensors.
- Maintain physical field equipment including flume and drain tile monitoring installations.
- Calibrate and maintain water quality sampling equipment, flow measurement equipment, soil moisture sensors and meteorological equipment.
- Troubleshoot equipment issues and come up with creative solutions to collect high quality data despite adverse, changing conditions.

Data Analysis and Reporting (25% FTE)

- Download, manage and conduct Quality Control on time-series data streams from flow monitors, soil sensors, and meteorological stations.
- Conduct data analysis and prepare high quality reports of research projects for a variety of audiences including farmers, conservation district staff, local water quality professionals, and the broader agricultural science community.
- Author and produce white papers on new science that could inform our local planning processes.
- Review primary literature to support and explain study findings in context with larger body of agricultural science and best management effectiveness knowledge.
- Present findings at local and regional meetings and conferences.

Project Management (15% FTE)

- Manage the workflow of multiple grants for the year.
- Track budgets and fulfill various quarterly, monthly, and annual reporting requirements.
- Participate in hiring, training, and coordinating field technicians and/or interns as needed.

Grant Writing (10% FTE)

- Write grants to develop new and ongoing science and research projects.
- Collaborate with partners including conservation district staff, farmers, local water quality stakeholder groups, extension programs, and other conservation districts to develop funding proposals that address emerging issues and current research priorities.

The above generally describe the principal functions and duties of the position. The Conservation Research Specialist may also be assigned tasks in related areas to provide support as needed.

MINIMUM QUALIFICATIONS

The following are the minimum qualifications for this position.

- Bachelor's degree from a regionally accredited institution (Master's degree preferred) in environmental sciences, soil sciences, water resources management, hydrology, biology, environmental engineering or a closely related field of study with 5 years of professional experience in environmental sciences and with 2 of the 5 years directly related to the duties of the position.

Will accept 2-year technical degree or applicable certificate with 6 years of professional experience where 3 of the 6 years of experience directly related to the duties of the position.

Will consider individuals without a degree and with 8 years of professional experience where 5 of the 8 years of experience are directly related to the duties of the position.

A Master's degree with a concentration in environmental sciences, soil sciences, water resources management, hydrology, biology, environmental engineering or a closely related field of study may be substituted for 1 year of experience directly related to the duties of the position.

- Currently hold or can obtain a valid Washington State Driver License.

ADDITIONAL QUALIFICATIONS

The following are additional position requirements.

- Working knowledge and experience with water quality sampling and analyzing flow and bacteria, nutrient and sediment non-point source loading data.
- Experience in designing and implementing environmental field research studies.
- Microsoft Office suite programs and email applications.
- Experience using computer-based data analysis and statistical tools including Excel, R statistical programming or other similar programs.

DESIRABLE SKILLS AND EXPERIENCE

The following are additional desired skills and experienced for success in this position.

- Experience with USDA NRCS Edge-of-field monitoring.
- Experience with flow monitoring and automated sampling techniques. Familiarity with using Teledyne ISCO auto-samplers and Campbell Scientific data-loggers will be an asset.
- Experience analyzing flow and water quality data (nutrients, bacteria, sediment).
- Experience working with farmers.
- Working knowledge and skills in conflict management.
- Working knowledge of natural resource management priorities in the Puget Sound region.
- Working knowledge of ArcGIS.
- Knowledge of the conservation district system and local, state and federal partners.

ESSENTIAL JOB FUNCTIONS

- Work under tight deadlines and manage conflicting demands while successfully operating in a dynamic work environment with minimal direction from supervisor.
- Share a vision and passion for natural resource management and conservation practices with diverse populations, using educational concepts and values along with persuasive skills.
- Communicate in a clear and confident style.
- Collaborate with staff, interns, private landowners, and other customers and stakeholders to produce high quality, cost-effective work products.
- Present program information in public settings and meetings; prepare professional and informative written documents and reports.

WORKING CONDITIONS

This position involves office work and field work that is driven by the weather and season. The position will have an assigned desk, telephone, and computer at the Whatcom Conservation District office. The District office is the primary work station for this position, and is a smoke-free and drug-free environment. The position involves computer work which may include long periods sitting, typing and reading from a computer screen. Travel to offices of partner organizations and agencies may be required. It may include limited field work related to collecting samples or visiting sampling locations. Availability for evening and weekend work and overtime hours may be required of this position as is occasional overnight travel to attend meetings.

APPLICATION PROCESS

Application Deadline: May 20, 2022

Interviews: Week of May 31, 2022

Anticipated Start date: July 1, 2022

Submit a cover letter describing availability, interest and qualifications for the position, a current resume, and three professional references, including name, affiliation, address, and phone number.

[Submit all materials as PDF via application portal.](#)

POSITION CONTACT

Corina Cheever, Conservation Planning Coordinator

Email: ccheever@whatcomcd.org Phone: (360) 526-2381 x104

Whatcom Conservation District, 6975 Hannegan Road, Lynden, WA 98264

To learn more about Whatcom Conservation District by visiting www.whatcomcd.org

Whatcom Conservation District is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, sexual orientation, physical or mental disability, military, genetic information, ancestry, marital status, age, citizenship or any other basis prohibited by law in any of its policies or programs.