

## Restoration and Water Quality Technician

### About The Watershed Project

The Watershed Project (TWP) is a nonprofit organization based in Richmond, California whose mission is to inspire Bay Area communities to understand, appreciate and protect our local watersheds. TWP is committed to building environmental resiliency and equity in the San Francisco Bay Area and seeks to include and uplift community voices in our work. TWP works collaboratively with partner organizations and community members to take action to improve watershed and community health through educating, community organizing, restoring creeks, shorelines, and native plant communities, and implementing vital green infrastructure projects.

### Position Overview

Under supervision of the Restoration and Volunteer Manager, the Restoration and Water Quality Technician will advance TWP's restoration and stewardship goals by conducting a variety of field-based work including native habitat restoration and monitoring. In addition, this position will organize and lead volunteer and staff groups in the field.

### Responsibilities

Responsibilities may include, but are not limited to:

#### *Restoration Program Support (60%)*

- Train and supervise staff and volunteer work crews in restoration, landscaping, and tree planting tasks.
- Perform a variety of maintenance and restoration tasks alongside Restoration Manager in order to achieve seasonal and site specific goals, including installation and maintenance of native and drought-tolerant landscaping in bioswales, creeks, rain gardens, and habitat gardens.
- Transport tools, supplies, and plants to work sites.
- Plan and execute public workdays, including recruiting volunteers, gathering supplies, developing a scope of work, leading the event, and following up with attendees and partners.
- Keep track of relationships with volunteers and community contacts using spreadsheets and/or databases such as Salesforce, Eventbrite, etc.

#### *Water Quality Monitoring (20%)*

- Coordinate and conduct monthly creek monitoring, solo or with intern support, across Contra Costa County. Collect data on water quality measurements and field habitat, and gather and submit written datasheets from all partner monitoring groups every month to supervisor. Enter resulting data from 25-55 sites every month.
- Maintain monitoring equipment, including calibration, and support gear delivery to volunteer groups.
- Provide water quality monitoring training for interns and volunteers.
- Work with staff to conduct seasonal monitoring projects, such as bioswale monitoring during storm events, first flush monitoring, benthic macroinvertebrate (BMI) surveys, native Olympia oyster monitoring, morphological monitoring, and more.
- Assist with planning and hosting public events for students, monitoring partner groups, and volunteers.

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#### *Volunteer Outreach and Coordination (15%)*

- Recruit groups and volunteers to participate in stewardship events such as creek clean-ups, water quality monitoring, planting or weeding.
- Support staff and volunteer stewardship events such as restoration workdays, volunteer creek cleanups, and large community events such as MLK Day, Earth Day, and Coastal Cleanup Day.
- Develop outreach materials such as flyers, posters, and door hangers to publicize public volunteer events.

#### *Communications and Marketing (5%)*

- Update community-facing website to publicize projects and events.
- Write occasional articles for the monthly Ebb & Flow newsletter.
- Table at fairs, festivals, and other events to promote The Watershed Project's work.
- Contribute to staff workdays and overall program support as needed.

#### **Desired Qualifications**

The ideal candidate will possess some of the following knowledge, skills, and experience:

- Passion for outdoor field work and working with community volunteers.
- Experience with leading volunteer events in an outdoor setting.
- Familiarity with native plant landscaping and gardening work, native California and drought tolerant flora, tree planting, and tree care.
- Organization, attention to detail, and ability to closely follow instructions.
- Flexibility, enthusiasm, dependability, and the ability to work effectively with many different types of people.
- Effective verbal and written communication skills in English. Bilingual in English and Spanish is highly desired.
- Comfort with a variety of communication methods including phone (texts or calls), emails, video conferencing, and in-person.
- Familiarity with or ability to learn computer applications such as Microsoft Office Suite and Google Suite. Proficiency in Microsoft Excel is a plus.
- Basic graphic design skills; ability to create messaging and visuals for outreach materials.

#### **Physical Requirements**

- Work days are typically Tuesday through Saturday to support weekend volunteer programs, but allow for some flexibility based on program schedule.
- Fingerprinting, TB test, and proof of COVID-19 vaccination required after hire. Fingerprinting costs will be reimbursed.
- A valid California Driver's License, clean DMV record, and access to a vehicle is required.
- Work involves walking on uneven or muddy terrain in inclement weather (hot, cold, or storm events) as needed. Work requires squatting and kneeling.
- Lifts, carries, and positions objects weighing up to 50 pounds.
- CPR and First Aid certification is a plus.

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## Work Environment and Values

Work is performed in a joint office and outdoor setting. Office location is at the Richmond Field Station in Richmond, CA, with restoration sites throughout Contra Costa County, Oakland, and San Francisco.

TWP is an equal opportunity employer that strives to recruit a diverse workforce and provide an equitable and inclusive workplace for all. We strongly encourage people with a variety of backgrounds and lived experiences to apply and thrive within our growing team. We seek qualified and passionate individuals regardless of age, ancestry, color, creed, cultural background, ethnicity, gender identity or expression, marital status, military obligations, national origin, parental status, physical ability, race, religion, sexual orientation, socioeconomic status, or veteran status.

## Compensation

This is a full-time, Salary Non-Exempt position with a salary of \$48,000-\$51,000 per year. The Watershed Project offers excellent benefits, including:

- Medical and dental insurance
- Paid vacation time (10 days per year) and sick leave
- 14 paid holidays per year
- Paid holiday closure between Christmas and New Year's Day
- 403(b) retirement plan
- Paid professional development opportunities
- Flexible work schedule
- Friendly, dedicated, and supportive coworkers

**To Apply:** Please email a resume and cover letter, detailing your interest and experience relevant to this position, to [jobs@thewatershedproject.org](mailto:jobs@thewatershedproject.org) and include "Restoration and Water Quality Technician" in the subject line. **Applications received by Sunday, February 11<sup>th</sup> will be prioritized for review**, although we will keep the position open until filled. We hope our new team member will start in March, but this timeline is flexible based on mutual availability. Please visit [TheWatershedProject.org/Green-Careers](http://TheWatershedProject.org/Green-Careers) for up-to-date information.

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