

Malheur Soil and Water Conservation District - Rangeland Specialist

INTRODUCTION

This position is part of a collaborative effort among the Malheur Soil and Water Conservation District (SWCD), US Fish and Wildlife Service (FWS), and private landowners to promote working land conservation and restore sage-grouse habitat and populations in Malheur County. The successful candidate will work with landowners to enroll private properties in the Greater Sage-grouse Programmatic Candidate Conservation Agreement with Assurances for Private Rangelands in Malheur, Oregon (hereafter, CCAA). The position, in conjunction with landowners, creates site specific plans (SSPs) with appropriate conservation measures to reduce threats to sage-grouse on private lands and to secure grants to help fund the Malheur County CCAA efforts. This appointment serves as an integral member of the All County CCAA Steering Committee and Vale Sage-Grouse Local Implementation Teams (LITs). The position serves as a liaison between federal, state, and local government programs with funding and expertise to address threats to sage-grouse and landowners in matters regarding conservation of sage-grouse and sagebrush ecosystems at the local scale.

ESSENTIAL FUNCTIONS/PRINCIPAL DUTIES

Duties assigned to this position include, but are not limited to the following examples:

1. Promote enrollment of private lands in the CCAA program through a combination of one-on-one meetings, presentations, tours, social media, media releases, participation in community events and other outreach activities. Coordinate outreach activities with partner agencies to maximize impact.
2. Develop voluntary conservation agreements in conjunction with landowners via Site Specific Plans (SSP) to improve or maintain habitat conditions on private lands. This includes baseline inventory of rangelands using standardized tablet-based data collection, ArcGIS mapping, and written documents that identify conservation measures to maintain and promote sage-grouse habitat.
3. Assist landowners in the implementation of identified voluntary conservation measures by serving as a liaison between landowners and local partners with expertise and/or funding. As needed, serve as a project manager for conservation measure implementation.
4. Conduct annual monitoring and provide written reporting to SWCD, FWS and others as necessary. If applicable, supervise assigned seasonal support staff; coordinate and review work; ensure work is in compliance with appropriate guidelines.
5. Collaborate with partners to develop and deliver educational outreach and/or training for the general public (landowners, youth groups, community organizations, etc.) on identified topics (e.g. sagebrush wildlife obligates and habitat; rangeland management practices, Farm Bill (NRCS), Partners for Fish and Wildlife (FWS), and OWEB funding opportunities, etc.).

6. Foster collaboration and strong working relationships among federal and state natural resource agencies, counties, landowners, non-governmental organizations (NGOs) and related partners to maintain healthy working rangelands and wildlife habitat.
7. Attend trainings, conferences, seminars, statewide meetings, etc. at the recommendation of the position's supervisor in order to stay current on new practices, laws, programs, and other items of interest that may be beneficial to implementation of the CCAA program.

KNOWLEDGE, SKILL AND ABILITY REQUIRED BY THIS POSITION

KNOWLEDGE: Must have thorough knowledge of natural resource practices and wildlife management including the habitat needs of fish and wildlife and how to integrate wildlife conservation and sustainable agriculture practices. An understanding and appreciation of landowner/working land, rural ranch community, and sagebrush conservation issues, ideally with some knowledge of the local areas or similar areas based on experience in other regions. Must have thorough knowledge of office equipment and business practices including excellent communication both orally and written through proper grammar, spelling and composition. Must be proficient in Microsoft Word, Excel and ArcMap (GIS).

SKILL: Must have experience in the collection and interpretation of field data on rangelands, including vegetation data, land-use history and remotely-sensed data. Must have skill in the operation of office equipment, office programs and mapping technologies. Must be organized and detail-oriented; prioritize and make decisions independently using initiative and good judgement in completing tasks and responsibilities on time.

ABILITY: Must have the ability to communicate clearly and effectively in oral and written forms with landowners, partner agencies and other entities. Must be able to work independently with minimal supervision and with diverse clientele.

EDUCATION EXPERIENCE AND TRAINING

A Bachelor of Science Degree in Rangeland Science or Wildlife Management or closely related natural resources field OR an equivalent combination of experience and training in science or science communication or related field experience working with diverse stakeholders to address natural resource management issues that enables the applicant to possess the required knowledge, skills and abilities required for this position.

At time of appointment, must have a valid Oregon driver's license and should be willing to obtain an All-Terrain Vehicle (ATV) Safety Education Card for on-the-job use of quads (Class 1 ATVs) provided through the Oregon Parks and Recreation Department.

SUPERVISORY CONTROLS OVER THIS POSITION

This position serves at the direction and under the supervision of the District Manager. The employee works independently, but also as part of a larger team, consulting with partners and

supervisor for professional advice and providing updates to supervisor, FWS, SWCD Board of Directors and the All County CCAA Steering Committee.

GUIDELINES

Work is performed within established organizational policy and procedures; federal, state and county statutes, rules and regulations. This position is grant funded with limited duration. Must be able to work within the guidelines of the grant requirements.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

This position requires a flexible work schedule that varies in the days and number of hours worked on a daily basis, but not necessarily each day, and does not exceed forty (40) hours in a workweek. Work exceeding 40 hours per week requires prior approval by the supervisor. Work will be performed in an office environment; however, work will also be conducted outdoors in all weather conditions. Must be able to stand and walk for extended periods of time over rough terrain; lift and move material weighing up to 50 pounds. Must be able to communicate verbally, hear voice conversation and will be required to sit for extended periods of time.

COMPENSATION

This position is a non-exempt, full-time position with funding secured through (2024). Salary for this position ranges from \$38,000-48,000 and includes eight hours per month of sick and vacation leave each, healthcare and ten paid holidays per year.

ABOUT ONTARIO, OREGON

Ontario is the largest city in Malheur County and offers easy access to the big city amenities of Boise, Idaho while providing for a rural lifestyle in close proximity to vast sagebrush, canyonland, and mountain landscapes with a host of recreational opportunities. Learn more at: <https://visiteasternoregon.com/>.

APPLYING FOR THE POSITION

Application Period: *Position open until filled with review of applications on November 30, 2022.*

To Apply:

Email the following to Bret Cleaver, bdcleaver@malcoswcd.org:

- **Cover letter**
- **Resume**
- **Contacts for three professional references**
- **College transcripts**

Further information pertaining to the position as well as an application, is available upon request. All interested applicants please contact:

Bret D. Cleaver

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