



(925) 672-4577 | Phone  
(844) 206-6977 | Fax  
5552 Clayton Rd., Concord, CA 94521  
[www.ccrd.org](http://www.ccrd.org)

## EMPLOYMENT OPPORTUNITY

Title: EcoStewards Conservation Technician (1 position)

Status: Full Time (32 hours/week)

Reports to: EcoStewards Program Manager

Application Deadline: First review of applications on June 14, rolling basis after that

Contra Costa Resource Conservation District (CCRCD) seeks a highly motivated candidate with excellent qualifications for the EcoStewards Program at CCRCD. The EcoStewards Program provides maintenance and monitoring on RCD and partner conservation projects throughout Contra Costa county. This is a primarily field-based position. Employees are expected to enthusiastically support CCRCD's public service mission to deliver conservation and stewardship of the natural resources in our county while representing CCRCD at public events, meetings, and functions. The ideal candidate is a team player with a diverse and flexible skill set who demonstrates integrity, high standards, and a personal commitment to enduring conservation results.

### Primary Responsibilities and Duties

#### **Habitat Maintenance in the Sacramento-San Joaquin River Delta – 75%**

- Working with the EcoStewards Program Manager, with oversight by the Executive Director, monitor site conditions and perform vegetation management on Delta island habitat properties including but not limited to, invasive weed and plant removal, native plant replanting, monitoring, and integrated pest management practices that could include chemical or mechanical weed control methods consistent with all applicable Federal, state, and local regulations
- Perform infrastructure maintenance as necessary on Delta island habitat properties including but not limited to: trash and debris removal from habitat areas as need, fence installation and maintenance, and trail or road improvements
- Communicate and engage with various local agency staff (Reclamation Districts, Contra Costa County Departments, etc.), local landowners, members of the public, and Board members to inform habitat management activities, other projects, etc.
- Collaborate with Solano and Yolo RCDs on their Delta projects in those counties.

#### **Watershed Conservation Support – 20%**

- Working with the EcoStewards Program Manager, and CCRCD Watershed Support Staff, monitor and manage natural resource conservation projects within Contra Costa County's watersheds including: invasive weed and plant removal in the Walnut Creek and other watersheds throughout Contra Costa county, maintenance of restoration projects, tree plantings, weed removal, grant writing, trash and debris removal from creeks, waterways, and greenways, and other duties as assigned
- Potentially work with our Monarch conservation program at urban farms to plan, install, and maintain hedgerows and pollinator gardens to aid monarch habitat. Develop long-term relationships with these urban farmers. Create educational materials promoting monarch awareness and conservation. Help facilitate the East Bay Monarch Working Group, a collaborative group of parties interested in monarch conservation throughout the East Bay.
- Maintain and enhance the CCRCD's adopted area along the Richmond Greenway through planting, weed and trash removal, and coordination with neighboring groups. Attend monthly Friends of the Richmond Greenway meetings. Coordinate between the various groups on the Greenway.

#### **Agriculture Conservation Support – 5%**

- Monitor and maintain the California Irrigation Management Information System weather station in Brentwood, CA. Regularly mow the 1.5 acres around the weather station.



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## Minimum Qualifications

- Completion of high school, or equivalent, resulting in the awarding of a high school diploma or GED
- Strong work ethic, the ability to work independently with minimal supervision, work cooperatively with diverse stakeholders, and take initiative
- Demonstrated success and strong enthusiasm for working outdoors
- Fast learner with a “can-do” attitude willing to take on new tasks while always thinking “safety first”
- Excellent communication skills, relationship building skills, writing skills, and public speaking ability
- Competency with current computer and tablet technologies, including G-Suite and MS Office
- Strong organizational skills, including ability to prioritize daily and long-term objectives and meet deadlines. Attention to detail and exceptional follow-up skills are critical
- Possession of a valid Class C Driver’s License and a clean driving record to safely operate CCRCD truck
- Always ready to change work plans when new projects or meetings occur
- Flexible schedule
- Always being proud of representing the Ecostewards Program and CCRCD

## Desired Knowledge, Skills, and Experience

- Progress toward a degree in natural resource conservation, biology, ecology, agriculture or range management, horticulture, or closely related field
- Familiarity with Bay Area flora, especially common native and non-native plants.
- Experience working in the field on conservation projects, such as with the California Conservation Corps, AmeriCorps, trail maintenance crews, or fire crews.
- Ability to use and maintain field equipment including, but not limited to, mowers, weed-whackers, and hand tools
- Familiarity with ArcGIS and other mapping/monitoring software
- Experience completing scientific monitoring, botanical species surveys, nesting bird surveys, or plant population counts.
- Possession of American Red Cross or comparable Basic First Aid and CPR Certification (training can be provided)
- Qualified Applicators Certificate (QAC) from California Department of Pesticide Regulation
- Chainsaw certificate
- Be able to comfortably drive pickup trucks and move trailers.

## About Contra Costa Resource Conservation District (CCRCD)

CCRCD is a non-regulatory, special district of the state whose mission is to facilitate the voluntary conservation of natural resources in Contra Costa County. Our federal partner, the USDA Natural Resources Conservation Service (NRCS), provides technical support for our programs.

## Work Environment

Work and office hours are typically during business hours; however, the position requires periodic work during early morning, evening, and weekend hours to fulfill client, partner, and CCRCD needs. The primary place of employment is the Contra Costa NRCS/CCRCD Field Office in Concord, CA. Field work is required. Extensive local travel within Contra Costa county and occasional travel within the greater Bay Area and Sacramento-San Joaquin Delta is required.

## Physical Requirements

The primary workplace will be out-of-office, in the field, in potentially inclement conditions. Field work requires the ability to lift 50 pounds and to potentially hike up to 2 miles over uneven terrain, in remote areas, with exposure to a wide range of adverse weather conditions (heat, cold, wind, rain, etc.) and to safely operate a 4WD, standard transmission vehicle. Field work also requires the ability to use and maintain field equipment including but not limited to mowers, weed-whackers, and hand tools. Training for this is available as part of the hiring process. Herbicide application will require carrying a 5 gallon backpack sprayer and the use of various Personal Protective Equipment pieces. In the office, one may be exposed to moderate noise levels and could require long hours at a computer under artificial lighting. Repetitive hand use, eye/hand coordination, and extended periods of sitting or stationary activity in front of a screen is required.



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## Compensation

CCRCD offers a competitive salary commensurate with experience, with an expected pay range between \$18-21/hour depending on qualifications and experience. Employees working 30-40 hours per week receive 100% medical coverage, pro-rated holiday, sick, and vacation benefits, and access to a voluntary deferred compensation program. Program positions are grant and contract funded and currently funded for the foreseeable future with excellent opportunity for continued employment.

## To Apply

If interested, please send a cover letter and resume to Ben Weise, Agriculture Conservation Manager, at [bweise@ccrcd.org](mailto:bweise@ccrcd.org).

For more information, please visit the CCRCD website at <http://www.ccrd.org> or reach Ben Weise at (925) 690-4145.

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***CCRCD is committed to creating a diverse work environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.***

***Our work serves all communities, including those marginalized or underserved. We strongly encourage applications from people who share similar experiences with these communities.***