



Okanogan Conservation District

1251 S. Second Ave, Room 102

Okanogan, WA 98840

Position Description

Range Planner – Range Team Lead

Introduction

The Range Planner works collaboratively with land managers, coworkers, and partner agencies and organizations to develop and help implement conservation projects and plans that improve natural resources (water resources, soil and plant health, and wildlife) on shrub-steppe, rangelands, and other agricultural lands throughout Okanogan County. The Range Planner proactively engages with community members and partners to implement existing projects, identify local priorities, and develop projects that address high priority agricultural and natural resource needs. The Planner will coordinate grant activities, complete project administrative duties, and conduct outreach activities related to range management and the improvement of shrub-steppe and riparian habitat.

Core Functions

1. Work proactively with land managers to develop custom resource management plans using their goals and existing resources to address natural resource concerns.
2. Inventory and assess landscape characteristics and natural resource concerns using NRCS and local partner strategies.
3. Monitor and evaluate data to determine if land management goals are being achieved.
4. Develop, implement, and evaluate habitat restoration projects.
5. Provide technical assistance to land managers.
6. Represent the District in local agricultural producer meetings and community meetings to support the participants and identify emerging opportunities.
7. Provide education and outreach to the public on the value of sustainable and resilient ecosystems. This typically includes tabling at community events, speaking at meetings, and teaching classes.
8. Connect agricultural producers and other community members with technical resources from partner organizations.
9. Communicate project activities to co-workers, granting agencies, the Okanogan CD Board, project partners, and the community.
10. Write grant and project funding applications and assist with contract negotiation and administration. Develop cost estimates and manage multiple budgets associated with a variety of grant funding sources.
11. Supervise staff and/or volunteers as assigned.

12. Perform all actions while on official duty in a safe and healthful manner and of a nature to reflect favorably on the Okanogan Conservation District.

Essential Duties & Responsibilities

1. Coordinate with agency and tribal programs to implement Working for Wildlife grant.
2. Evaluate shrub-steppe and riparian habitat/range conditions.
3. Work proactively with private, state, federal and tribal land managers to implement conservation practices that improve grazing resources, agricultural lands, the shrub-steppe environment, and wildlife habitat.
4. Provide technical assistance to agricultural operators on soil health improvements and small farm management.
5. Facilitate Coordinated Resource Management meetings related to range management on public lands. Facilitate small and large group meetings with a diverse array of stakeholders to achieve consensus regarding natural resource issues, primarily rangeland management and water quality.
6. Assist the District Conservation Director in implementing the Voluntary Stewardship Program.
7. Perform other duties as assigned by supervisor.

Required Knowledge & Skills

1. Two years of experience related to the Core Functions of the position. Relevant graduate education may be accepted in place of experience.
2. Bachelor's degree with major course work in range management and/or directly related plant, animal, and soil sciences; wildlife management; watershed management; fire ecology; forestry; botany; agricultural science; natural resource management, or a related discipline.
3. Possess or earn Level 3 (or higher) Conservation Planning certification from the USDA Natural Resources Conservation Service. Equivalent planning certification may be considered on a case-by-case basis.
4. Knowledge of range science and grazing strategies. Ability to learn the native and introduced plant species (including grasses) and wildlife common in Okanogan County.
5. Knowledge of a broad range of farm and ranch soil and water conservation principles and techniques to evaluate resource concerns and apply to complex and diverse land uses.
6. Ability to import data and develop maps using ArcGIS.
7. Able to effectively communicate verbally and in writing with a diversity of ranchers, private landowners, agency and organization partners, co-workers, and others. Able to work positively and successfully with individuals one-on-one and in group settings.
8. Experience facilitating groups of multiple stakeholders to resolve land use and natural resource issues using collaborative problem solving.
9. Ability and desire to motivate individuals to adopt resource management practices on their property.
10. Research, report, and informational writing skills.

11. Ability to organize and plan own schedule of multiple projects and activities related to work goals set by the Conservation Director. Self-motivated, able to work independently and in groups, work efficiently and honestly.
12. Computer literacy (word processing, spreadsheets, and database management) at an intermediate level or higher.
13. Ability to maintain accurate records regarding time-keeping and authorized expenses.
14. Must be able to traverse uneven ground in varied weather conditions and occasionally carrying up to 50 pounds of equipment and/or materials.
15. Ability to travel, sometimes over-night, for field visits and meetings.
16. Must have, or be able to obtain, and maintain a valid Washington State Driver's License.

Preferred Knowledge & Skills

1. Able to use Global Positioning System (GPS) devices to collect geo-referenced information and download data to a computer system for further analysis.
2. Can develop, write, and administer grant applications and projects funded by grants.
3. Can survey and identify soils and/or hydrologic processes.
4. Knowledge of fire behavior in shrub-steppe and forest ecosystems in Eastern Washington.
5. Knowledge of forest management and best management practices for dry pine and mixed fir forests in Eastern Washington.
6. Knowledge of irrigated and dryland cropping systems and assessing pasture condition through the analysis of soil test reports and providing recommendations such as pest management, seeding, nutrient management, and irrigation application.

Supervision

This position is under the direct supervision of the Conservation Director. This position may supervise other employees as assigned by the Conservation Director or Executive Director.

Compensation

This position's annual salary range is (Range 49) starting at \$45,288 and increasing depending upon skills and experience. This position is eligible for vacation leave, sick leave, medical benefits, 10 paid holidays per year, and Washington State DRS retirement benefits. Terms of compensation and benefits are set by the position appointment letter and may be amended at any time by the Board of Supervisors.