MASON CONSERVATION DISTRICT

District Engineer – Natural Resource Conservation

TYPE OF POSITION: Regular, Full-time.

LOCATION: Primarily Office, Periodic Field

Job Summary

The primary responsibility of the District Engineer is to provide natural resource engineering services to landowners, District staff, and partner organizations as necessary. The position reports to the District Manager.

The successful candidate will provide program coordination, administration and technical services through the District's Engineering Program. This position coordinates all aspects of the Engineering Program, including but not limited to providing engineering support to several District programs, such as the Agricultural Program, Conservation Projects Program, Marine Shoreline Landowner Assistance Program, and Low Impact Design Stormwater Program.

The position will use WDFW habitat engineering guidelines to design salmon habitat restoration projects such as stream crossing replacements (culverts, bridges), wood placement, and erosion control. The position will also use NRCS design standards to design agricultural best management practices.

The position supports the Missions of the Conservation District Cluster members (Mason, Thurston, Kitsap, and Jefferson County Conservation Districts). Through the Conservation District Cluster, the position serves a broad geographic area of primarily Southern Puget Sound, Hood Canal, and the Chehalis Basin watershed. In this capacity, the position may respond to information/assistance requests or advice to support individual landowner objectives across a large geographic area.

Essential Functions

• Serve as the principal in managing engineering aspects of projects to include survey and design of projects; preparing and managing budgets; securing applicable regulatory permits; overseeing project implementation; evaluating and assessing the outcome/results of the projects; and preparing final reports, final as-builts or technical reports, and documenting project outcomes.

• Operate as project manager, including preparing, advertising and securing contracted services; overseeing construction operations to ensure project specifications are met and construction is in accordance with regulatory requirements and completed timely; managing budgets effectively; and ensuring proper completion of paperwork.

• Apply public contracting procedures; prepare and advertise appropriate bid solicitations, technical specifications and construction drawings.

• Respond to, and evaluate, identified natural resource management problems, and develop plans for landowner technical assistance in resolving identified problems. Examples include:

agricultural best management practices; fish and wildlife habitat enhancement projects; drainage management projects; and structural projects, such as livestock waste storage facilities, sub-surface drains, livestock crossings, and water diversion and dispersion.

• Conducts construction layout and inspections.

• Knowledge of USDA Natural Resources Conservation Service Field Office Technical Guide (http://www.nrcs.usda.gov/technical/efotg/)

• Knowledge of statutes, court decisions and Attorney General's Opinions covering wide variety of engineering functions provided or regulated by Washington State.

• The position performs construction administration and inspection, and prepares detailed reports for public works contracts. Provides administrative support for projects by collecting data, providing project documentation, prepare and update project files, mentoring other staff, and performing other administrative duties.

• Lead and direct the progress of District engineering projects to achieve District standards and goals, secure and manage the work of subcontracted engineers and other contractors as necessary, and coordinate the engineering cluster agreement.

• Develop and revise engineering technical material such as standard detail drawings, specifications, design aids, and training materials.

• Ability to exercise sound independent professional judgment in making decisions on difficult engineering problems.

• Secure, develop, manage and close grant funded projects.

• Develop and maintain partnerships with other industry related organizations, governmental entities, and regulatory officials.

• Represent the District and serve on regional technical committees, inter-agency negotiations with user groups and other meetings as directed.

• Participates in training, professional development, and continuing education programs.

Required Education, Experience, Competencies, Key Knowledge, and Skills

• Knowledge or understanding of a broad range of soil and water conservation principles, techniques, methods and practices to apply and install conservation systems, which involve complex and diverse agricultural and other land uses.

• Knowledge or understanding of green stormwater infrastructure or low impact development stormwater management principles and design concepts.

• Currently hold or can obtain a valid Washington State Driver’s License.

• Working knowledge of local, state and federal environmental regulatory programs and applying that knowledge to the design and permitting of water management, fish and wildlife habitat enhancement, steep slope management, shorelines management, forest\health management, and freshwater and marine enhancement projects.

• Bachelor's Degree in Engineering and professional engineering license, with specific knowledge and experience in natural resources, agricultural, hydrological, GSI/LID, and/or geological engineering is preferred. Minimum of five years of experience engineering projects specific to natural resource management, agricultural practices, forestry practices, and/or fisheries habitat enhancement. Alternative combinations of education and experience will be considered.

• Computer skills to write reports, track work products, prepare and record field and technical data. Proficient with computer programs such as AutoCAD, ArcGIS, and Microsoft Office Suite;

• Knowledgeable of land survey practices; and have experience interpreting maps and aerial photography.

• Extensive experience working collaboratively with stakeholders reflective of a very diverse population and a demonstrated ability to work as a part of a team. Ability to work with diverse communities and cultures.

• Knowledge or understanding of agricultural land use practices, common rural and urban land use practices, and the resource management issues and challenges facing the region.

• Excellent verbal and written communication skills.

• Excellent organizational skills and attention to detail.

• Proactive, dependable, accountable and approachable.

• Proven problem-solving skills.

• Must be able to work under tight deadlines and manage conflicting demands while successfully adapting to evolving priorities.

• Shares a vision and passion for natural resource management and conservation practices.

• Strong interpersonal, collaborative, and analytical skills with a customer focus; must be able to foster and maintain sound working relationships.

• Demonstrated ability to work cooperatively and effectively with other agencies and organizations.

• Strong work ethic and accountability; excellent attention to detail; willingness to learn new skills.

• Demonstrated ability to work independently with little direct supervision.

• Working in the woods and driving on primitive logging roads.

Other Desired Competencies

• Working knowledge of physical stream processes, e.g. hydraulics, channel configuration, geomorphology, etc.

• Experience performing hydraulic analysis using HEC-RAS (or similar program) to inform project design.

• Two years managing public works contracts and in-house projects.

• Experience working closely with aquatic area habitat enhancement projects.

• Demonstrated knowledge and understanding of surveying principles, and skill in the use of surveying equipment.

Working Conditions

This position normally works from 8:00am – 4:30pm, Monday through Friday. However, periodic evening and weekend work may be required and the incumbent may occasionally be required to work in excess of 40 hours per week, or on weekends to meet deadlines. Work is performed in a combination of office and field settings. Ability to walk over steep, uneven, forested terrain under a variety of weather conditions year-round is required. This position is expected to be in the field between 20% and 30% of the time.