

Sagebrush Partnership Restoration Technician

Who We Are:

The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

What We Can Achieve Together:

The Nature Conservancy's Sagebrush Partnership Restoration Technician will work with private and public land managers in southwest Montana on a variety of on-the-ground land steward projects to conserve and improve sagebrush steppe habitat. The Sagebrush Restoration Assistant will work closely with the [SW Montana Sagebrush Partnership's](#) Conservation Coordinator and Riparian Restoration Project Manager, both in the field and in the office, on projects that include wet meadow and stream restoration, spraying noxious weeds, and mapping of invasive annual grasses. For stream and wet meadow restoration work, the primary job duties will be to work with and help manage youth crews that will transport or locally acquire natural building materials (e.g., brush, woody debris, & rock), stage said materials, and construct beaver dam analogs (BDAs), post-assisted log structures (PALS), [Zeedyk rock structures](#), and other low-tech structures for riverscape restoration projects. Construction utilizes a variety of tools, including but not limited to: hand tools, chainsaws, hydraulic post pounders, ATV/UTVs, and more. The Restoration Technician will also have opportunities to aid with other restoration projects, including conifer expansion removal and fence projects to conserve priority habitats and wildlife corridors. This position offers a unique opportunity to be involved in a collaborative, science-based, applied conservation program and to gain experience in a wide variety of land and water issues.

The Sagebrush Partnership Restoration Technician is a full-time, seasonal position starting May 2024 and ending October 2024. The hourly wage for this position is \$16.00 per hour.

Responsibilities & Scope:

- Assist in the assessment, construction and monitoring of wet meadow and stream restoration projects.
- Assist in monitoring of ongoing or upcoming stream restoration projects
- Help plan and direct work groups, including youth conservation corps crews, staff, or volunteers.
- Identify and help prioritize future wet meadow restoration projects
- Invasive plant mapping and treatment using herbicide.
- Invasive annual grass mapping using ArcGIS applications.
- Collect field data and enter data into MS Excel and ArcGIS applications.
- Make maps using ArcGIS Pro and ArcGIS Online.
- Work long days outdoors in variable weather conditions, in isolated and remote locations, on difficult and hazardous terrain, and under physically demanding circumstances; field work may require considerable physical exertion and/or muscular strain and occasional overnight camping in remote locations.
- Community outreach with landowners and agency partners.
- Make day to day decisions as delegated by supervisor; may work under infrequent supervision.

We're Looking for You:

Are you looking for a career to help people and nature? Guided by science, TNC creates innovative, on-the-ground solutions to our world's toughest challenges so that people and nature can thrive together. We're looking for someone who is passionate, motivated problem-solver. Come join TNC and apply today!

To apply for job ID 54790, submit your materials online by 11:59pm EST on March 31, 2024 using the Apply Now button at <https://careers.nature.org/>. Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

What You'll Bring:

- High school diploma or GED and 1 year's training in science-related field or related experience in land management.
- Experience identifying plant and animal species.
- Experience with GPS and GIS applications.
- Experience operating various types of equipment in a safe and efficient manner (e.g. Lawn mower, chainsaw, UTV, ATV or OHV, two-way radio, or similar equipment).
- Experience working in a team environment.
- Must be able to obtain related licenses or certifications as required. (e.g. First Aid, CPR, herbicide or pesticide application).
- Ability to obtain a driver's license and maintain a good driving record.

Desired Qualifications

- B.S. Degree or progress towards a B.S. Degree in biological or physical sciences.
- Two seasons collecting ecology, hydrology, or geomorphology data in the field.
- Experience identifying plant species, especially those common in wetland and riparian areas in the

intermountain West.

- Experience creating maps and editing data in ArcGIS.
- PC and/or mobile device familiarity, including database knowledge or understanding.
- Ability to provide own transportation with mileage reimbursed.
- Experience driving and maintaining 4WD trucks and other vehicles, especially in off-road situations.
- Willingness and ability to work irregular hours in harsh environments and challenging weather and carry a 40lb backpack over uneven terrain.
- Ability to work productively as part of a team to accomplish mutual goals and to work independently as required.
- Strong communication and organizational skills.
- Willingness to work with and learn from people with different backgrounds.

What We Bring:

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including: health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](https://www.nature.org/careers) on [nature.org/careers](https://www.nature.org/careers).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

This description is not designed to be a complete list of all duties and responsibilities required for this job.

Our Competencies:

BUILDS RELATIONSHIPS	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
COLLABORATION & TEAMWORK	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
COMMUNICATES AUTHENTICALLY	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
DEVELOPS OTHERS	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
DRIVES FOR RESULTS	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
LEVERAGES DIFFERENCE	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
SYSTEMS LEADERSHIP	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with Request for Accommodation in the subject line.

For Internal Reporting:

Job Title: Sagebrush Partnership Restoration Technician

Job Family: Conservation

Internal Job Code: 450002

Salary Grade: 2

Status: Hourly

PeopleSoft Job ID Number:

Date: May 2022