

## POSITION DESCRIPTION



<b>POSITION TITLE</b>	Stream Barrier Assessment Crew Member
<b>JOB FAMILY</b>	Conservation
<b>JOB NUMBER</b>	450002
<b>SALARY GRADE</b>	2
<b>STATUS</b>	Hourly
<b>DATE</b>	January 2019

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### A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit [www.nature.org](http://www.nature.org) or follow @nature\_press on Twitter.

### ESSENTIAL FUNCTIONS

The Stream Barrier Assessment Crew Member will work closely with other crew members and conservation partners to survey and monitor road crossings for fish passage in suburban, rural and remote areas of Maine. Tasks include conducting surveys at and around culverts, coordinating survey sites, field work logistics, site data entry and quality control, photo file management, operating total station survey equipment, tablets, and GPS field equipment to measure physical metrics at survey sites. The work will be performed in a variety of field conditions. This position will require extensive travel time, overnights, and work in remote locations.

This is preferably a 15-week full time seasonal position beginning June 3, 2019; however, we have some flexibility on start dates and can consider crew members that need slightly shorter assignments.

### RESPONSIBILITIES & SCOPE

- Works in a crew of two or more.
- Weekly schedule of (4) 10-hour days with contiguous overnights.
- Will work in variable weather conditions at remote locations, and at times on difficult and hazardous terrain with occasionally physically demanding circumstances.
- Works under infrequent supervision. Makes day to day decisions as delegated by supervisor.
- Plans and implements surveys at road crossings following a rigorous data collection protocol.
- Collects all necessary field data using tablets; completes data entry and photo management.
- Maps progress and navigates around Maine watersheds.
- Performs on-site quality control as well as checks of data entry and management.
- Acts as a positive ambassador for The Nature Conservancy working with towns, rural communities, large private landowners, natural resource agencies, and conservation organizations.

### MINIMUM QUALIFICATIONS

- High school diploma or GED and 1 year's training, preferably in a science-related field, or equivalent combination.
- Experience entering data and managing data storage and web up/down-loads.
- Must hold a valid US driver's license with clean driving record.
- Demonstrated attention to detail and thoroughness.
- Experience working independently and as part of a team.
- Excellent communication skills (in-person, phone, email).

### DESIRED QUALIFICATIONS

- Multi-cultural, multi-lingual skills, or cross-cultural experience.
- Individual experience that can bring a perspective to our work that is different from what is represented by much of our staff.
- Vocational, Associates, or Bachelor's degree and 1 year training in science-related field preferred.
- Ability to perform demanding physical work outdoors, sometimes under adverse conditions.
- Keen desire to expand skills and experience in the environmental field.
- Field experience collecting and managing field data; using technology (i.e. tablets) to record data.
- Knowledge and familiarity with Maine geography, natural history, and fish, wildlife, and plant identification, or willingness to learn.
- CPR and first aid training.
- Ability to read, interpret, and navigate in remote locations using road and topographic maps, aerial photos, and other sources of mapped information.

- Meticulousness with data entry, quality control and management of files.
- Experience with Microsoft Office and Google Docs.
- Experience living, working, and driving in remote settings.

### ORGANIZATIONAL COMPETENCIES

<b>Builds Relationships</b>	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
<b>Collaboration &amp; Teamwork</b>	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
<b>Communicates Authentically</b>	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
<b>Develops Others</b>	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
<b>Leverages Difference</b>	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 stakeholder. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
<b>Systems Leadership</b>	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.

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

*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 all genders and 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 or veteran status or other status protected by law.*