



District Engineer

Agricultural & Natural Resources Engineering

Permanent Full Time (40 hours per week)

\$80,000 - \$90,000 per year

A highly competitive benefits package

Priority Application Deadline February 18, 2020

Applications reviewed upon receipt

Thurston Conservation District seeks a dynamic, creative, and critical thinker with experience engineering conservation projects and working with diverse communities to join our collaborative team in a fast-paced, hands-on and rewarding work environment.

POSITION DESCRIPTION:

This position serves as an advanced member of a team of conservation professionals in a growing, county-wide, natural resource management special purpose district. To implement natural resource management practices on private and public property, this position involves multi-faceted duties that require a high level of motivation, versatility, independence, and collaboration; work in the office and the field; and establishment and maintenance of partnerships with a wide range of landowners and conservation professionals.

The individual holding this position provides program development, coordination, administration and technical services through the District's Conservation Technical Assistance Program. This position is responsible for developing and coordinating all aspects of the Thurston Conservation District's (TCD's) Engineering services and for expanding the funding base for engineering activities. Duties include providing engineering support to several District programs, projects and services, including design, permitting and construction oversight of agricultural, habitat restoration, green storm-water infrastructure, as well as, engineering support for marine shoreline projects as part of the Shore Friendly Thurston Program. The District Engineer will also be responsible for supporting TCD staff with and other project and program development as needed, and for representation of TCD on technical committees and advisory groups, both internally and within the community; collaboration with partner conservation districts and the Natural Resources Conservation Service (NRCS) on shared projects; and supporting funding development of programs and projects relevant to the engineering position.

Examples of the types of work and projects coordinated by this position include providing engineering services to assist landowners with implementation of natural resource management practices detailed in District conservation plans and technical assistance documents; designing and implementing freshwater and marine aquatic area enhancement projects and fish passage projects; designing agricultural practices such as composting facilities, confinement areas, roof water runoff collection and diversion systems, sub-surface drains, irrigation systems, livestock crossings, and manure lagoons; assisting urban, rural and agricultural landowners with stormwater drainage management projects to manage runoff while protecting fisheries and water quality resources.

ESSENTIAL JOB DUTIES:

The following list of duties is intended as an illustration of the various types of work performed. The omission of specific duties does not exclude them from the responsibilities of the position if the work is similar, related or a logical assignment to the position.

- Lead and direct the progress of District engineering projects to achieve District standards and goals, secure and manage the work of subcontracted engineers, consultants, and other contractors as necessary, and manage engineering projects effectively to meet necessary timelines and deliverables.
- Operate as the principal in managing engineering aspects of projects to include survey, data collection, and design of projects; preparing stamped designs that meet permitting requirements and professional standards; securing applicable regulatory permits; evaluating and assessing the outcome/results of the projects; preparing final reports and documenting project assessment; and mentoring technical staff in these areas as appropriate.
- Operate as project manager, overseeing construction operations, ensuring timely completion of projects, preparing and managing budgets effectively, and ensuring proper completion of paperwork. Develop and manage program budgets and manage program activities to meet calendar year work plan objectives.
- Apply public contracting procedures; prepare and advertise appropriate bid solicitations, technical specifications and construction drawings in accordance with TCD policy and all applicable laws and regulations.
- Maintain knowledge of and apply the best management practices as detailed in the NRCS electronic Field Office Technical Guide (eFOTG), Washington State Department of Transportation (WSDOT) standards, Washington Department of Fish and Wildlife (WDFW) aquatic design standards for fish passage and Marine Shoreline Design Guidelines (MSDG) standards, as well as other applicable state and local professional standards.
- Conduct and/or coordinate construction inspections to ensure project specifications are met and in accordance with structural and regulatory standards.
- Conduct site visits and prepare Best Management Practice technical guidelines for landowners seeking cost-share funding through the technical service department/team.
- Perform field assessments and surveys for District water quality protection and enhancement projects, fish and wildlife habitat enhancement projects, drainage management projects, and structural projects such as livestock waste storage facilities, sub-surface drains, livestock crossings, and clean water diversions and dispersions.
- Respond to and evaluate natural resource management problems, and develop action plans for how the District will assist landowners in resolving these problems.
- Evaluate and develop project alternatives and perform the analysis needed to produce projects that resolve natural resource management problems and contribute to overall environmental protection and/or enhancement goals.
- Develop and maintain potential natural resource enhancement projects with public and private cooperators, government entities and grant funding programs.

- Secure, develop, manage and close grant billed projects.
- Develop and support partnerships with other industry related organizations, governmental entities, and regulatory officials and groups involved in watershed restoration activities as directed.
- Represent the District and serve on regional technical committees, with user groups and other meetings as directed.
- Attend meetings in the Thurston County watershed/Watershed Resource Inventory Area (WRIA) arena and with local elected officials and staff as needed. Work cooperatively with staff from federal, state and county departments, tribes and member cities and others involved in watershed projects.
- Maintain all program records. Activities include establishing, retaining and updating all hard copy and electronic contract records and all documentation related to project activities in accordance with state public recordkeeping and disclosure laws.
- Work collaboratively with a diverse population, using educational concepts and values along with persuasive skills to present information to technical and non-technical audiences.
- Share a vision and passion for natural resource management and conservation practices.
- Improve technical skills by maintaining professional certifications and attending training sessions and workshops.

ESSENTIAL JOB FUNCTIONS:

- Evening and/or weekend work may be necessary on an infrequent basis; work under tight deadlines and manage conflicting demands while successfully operating in an ever-changing work environment with minimal direction from supervisor.
- Communicate effectively and work cooperatively with District staff, landowners, and other stakeholders to produce high quality, cost-effective work products.
- Present program information in public settings and meetings; prepare clear, concise and informative written documents and reports; maintain thorough and organized records.
- Travel to various locations throughout Thurston County and occasionally throughout the state.
- The successful candidate will be responsible for assisting TCD in identifying necessary equipment to establish the engineering department, and supporting funding development to maintain appropriate software and equipment to support the program into the future.

QUALIFICATIONS:

- Bachelor's Degree in Engineering, with emphasis in civil natural resources, agricultural, hydrological, geological, ecological and/or environmental engineering.
- Must possess a current professional engineer (P.E.) license within the State of Washington and have had a P.E. license for at least 2 years.
- Minimum of 8 years of experience in managing engineering projects specific to natural resource management, agricultural practices, marine and freshwater aquatic area enhancement, and/or fisheries habitat enhancement.

- Experience planning, designing, installing fish enhancement projects and/or fish passage projects in freshwater systems.
- Experience using total stations and GPS to create accurate topographic surface models.
- Experience designing and preparing site maps and plans with AutoCAD Civil 3D.
- Experience using and managing GIS software and databases.
- Experience using GPS and post-processing software.
- Experience performing hydrological analyses using WWHM 4 or newer and familiar with SWMMWW.
- Experience performing hydraulic analysis using HEC-RAS for the design or analysis of existing or new water crossing structures, open channel design, fish passage design and flood encroachment studies.
- Working knowledge of physical stream processes, e.g. hydraulics, channel configuration, geomorphology, etc.
- Understanding of the biology of local fish species, Puget Sound watersheds, hydrology, geology, and planning and implementing aquatic area enhancement projects.
- Understanding of agricultural land use practices, common rural and urban land use practices, and the resource management issues and challenges facing the region.
- Understanding of forest health and land management principles.
- 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.
- Understanding of green stormwater infrastructure or low impact development stormwater management principles and design concepts.
- Understanding of cultural resources assessments.
- Current valid Washington State Driver's License (or ability to obtain one).
- Proficiency in using computers to write reports, track work products, prepare and record field and technical data. Proficient with computer programs such as Auto CAD Civil 3D, Arc GIS, and Microsoft Office Suite.
- Knowledgeable of land survey practices; and have experience interpreting maps and aerial photography.
- 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.

DESIREABLE SKILLS & EXPERIENCE:

- Prefer 8 to 12 years of experience with at least 6 of those years acquired since obtaining a P.E.
- Experience designing and coordinating aquatic restoration and/or enhancement projects to meet NRCS standards.
- Knowledge of Thurston County watersheds, common rural land use practices, and the resource management issues and challenges facing the region.

- Experience and training to conduct fish barrier assessments; experience with culvert removal projects, in programs such as FFFPP and in marine shoreline design.
- Understanding of physical stream processes (e.g. hydraulics, channel configuration, geomorphology, etc.).
- Understanding of forest health, urban forestry or upland habitat management principles.
- Currently hold or can obtain a WSDA Pesticide Applicators Permit.
- Working knowledge of local, state and federal environmental regulatory programs and resource conservation priorities, and ability to apply that knowledge to developing and implementing resource conservation programs and/or the design and permitting of water quality protection and enhancement, and/or forest health management, and/or freshwater or marine enhancement projects.
- Experience overseeing construction projects, including working with contractors and consultants during project design and implementation.

EQUAL OPPORTUNITY EMPLOYER:

Here at Thurston Conservation District our employees and the people we serve come from all walks of life. We strive to hire great people from a wide variety of backgrounds. We believe in the importance of recognizing the value that each of us contributes to the success of the District’s mission. Having a diverse workforce is the District's greatest resource of strength and knowledge. It is through the combination of talents and abilities that we can pursue finding effective ways to best serve our community. We are committed to building a diverse and inclusive workplace for everyone. All qualified applicants receive consideration for employment without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Please let us know if you need accommodation to participate in the application process.

SCHEDULE & WORKING CONDITIONS:

This position is permanent, overtime non-exempt, and full-time (40 hours per week) with flexible work hours. There may be an opportunity to scale this position to less than full time, depending upon the successful candidate’s interest. Local and out-of-town travel, occasional evening and weekend hours are possible. Currently, as a as part of TCD’s response plan to COVID-19, work will primarily be performed at home with occasional work in the District’s office, as well as in the field. Employees are provided with necessary TCD-owned equipment to perform their job responsibilities outside of the office.

This position description represents a general outline of the job duties, essential functions and minimum required qualifications and is not intended to be comprehensive in nature. Specific statements of duties not included does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Job descriptions are subject to change by the District as the needs of the District and requirements of the job change. Eligibility for this position is contingent upon the individual’s ability to perform the essential functions with or without reasonable accommodation. This position requires frequent sitting and standing.

COMPENSATION AND BENEFITS:

This position is budgeted for an annual salary starting between \$80,000 and \$90,000 depending on the applicant’s qualifications. The Thurston Conservation District observes twelve (10) paid holidays and two personal holidays. Employees also accrue sick and vacation leave. The District offers medical, dental, vision and life insurance coverage for employees, with an option to cover 75% of spouse or dependent coverage. Additional voluntary supplemental insurance opportunities are also available. Participation in regular Thurston Conservation District Engineer Job Description

professional development opportunities are strongly encouraged and supported. Thurston CD employees participate in [Public Employees Retirement System \(PERS\)](#). Staff also has access to an additional voluntary retirement savings programs within the State of Washington’s Department of Retirement Systems – [Deferred Compensation Program \(DCP\)](#). This new position is not included in the staff bargaining team, represented by the Washington Federation of State Employees.

TO APPLY:

Priority application deadline is February 18th. Applications will be reviewed upon receipt. First round interviews will be scheduled immediately following the priority deadline.

Please include the following in your application package:

1. Resume
2. Cover letter
3. Three (3) professional/educational references

Be sure to describe your interest and unique qualifications for the position and the skills that you bring to the Conservation District team. Your cover letter is not to exceed one page. Letters of recommendation may be included.

Send electronically (*please no paper copies*) to: ***job-applications@thurstoncd.com***

Please include: **District Engineer – YOUR NAME** in the subject line.

**We sincerely thank you for your interest in joining the
Thurston Conservation District team!**