



Natural Resources Technician II

DEFINITION

The Natural Resources Technician II assists the District's watershed management programs in the areas of Fisheries, Watershed Maintenance, Vegetation Management, and Volunteer Coordination. This classification supports the Watershed Division with environmental compliance, data collection and management, and other related work as required.

DISTINGUISHING CHARACTERISTICS

The Natural Resources Technician II is the advanced level classification in the series and is distinguished from the Natural Resources Technician I by advanced responsibilities in the planning, development, and implementation of multiple projects and activities.

This classification was established for a limited term position; individuals hired into these positions are hired under a limited employment term.

Incumbents are expected to work a flexible schedule, which may include working on evenings, weekends and holidays. Job duties include technical, scientific, and analytical assignments, as well as physical labor and construction. The Natural Resources Technician II may support Watershed units outside of their assigned work area.

EXAMPLES OF DUTIES

Tasks within the area of assignment may include, but are not limited to, the duties listed below. Each employee assigned to this classification may perform duties in any or all assigned areas.

- Guides crews in the maintenance and restoration of watershed lands;
- Maintains watershed facilities, including roads, trails, and other District assets;
- Enters, compiles, and analyzes monitoring and survey data;
- Assists in development of fisheries monitoring and restoration methods;
- Conducts fisheries habitat restoration effectiveness and compliance monitoring;
- Operates and maintains field instruments, including PIT tag antennas and data loggers;
- Leads juvenile fisheries surveys, including snorkeling, electro-fishing, seining, smolt trapping, redd counts, and carcass surveys;
- Manages data and databases, including GIS, Calflora, and Marin Wildlife Picture Index
- Prepares technical reports;
- Coordinates contractors and compliance consultants;

- Guides crews in the removal of exotic plant species and installation of native vegetation;
- Assists with preparation and implementation of prescribed burns;
- Conducts mapping of watershed facilities and natural resources;
- Supports heavy equipment operation and maintenance;
- Provides educational outreach to visitors and stakeholders;
- Produces and distributes outreach and educational materials;
- Provides classroom presentations, and assists with analysis of student-collected data;
- Conducts habitat assessments, rare species surveys, and permanent vegetation plots;
- Coordinates interns and volunteers;
- Organizes volunteer events, including habitat restoration, citizen science monitoring, and trail maintenance;
- Coordinates with schools, environmental groups, and community service organizations;
- Follows safe work practices and observes safety rules and precautions to ensure a safe work environment;
- Drives light trucks to and from various locations throughout the watershed to conduct District business;
- Operates construction equipment and a variety of hand and power tools.

QUALIFICATIONS FOR EMPLOYMENT

Knowledge of:

- Advanced methods and procedures used in natural resource maintenance and restoration;
- Hand and power tool techniques related to the work;
- Native plant, wildlife, and fish species identification and habitat requirements;
- Safety protocols and procedures;
- Effective communication techniques for interacting with the public;
- Technology related to the work (i.e. GPS, GIS, wildlife tags, trail cameras);
- Principles, practices, and methods of vegetation, fisheries, and wildlife management; and
- Techniques for conducting scientific studies of plants, fish, and wildlife.

Ability to:

- Follow safe work practices and observes safety rules and precautions;
- Perform landscape and open space maintenance work;
- Work independently and direct and coordinate contractors, consultants, and volunteers;
- Use and maintain hand and power tools;
- Make field observations and accurately record and maintain scientific data;
- Learn watershed landmarks, facilities, trails, and regulations;
- Navigate in natural areas;
- Become trained in specialized safety equipment and procedures;
- Communicate clearly to supervisor, co-workers, and the public;
- Conduct detail-oriented work such data QA/QC or surveys for rare or cryptic species;

- Work effectively in a team;
- Perform heavy physical labor safely under difficult environmental conditions;
- Work a flexible schedule, including weekends and holidays;
- Recognize scope of authority, seek assistance, and make referrals;
- Use a personal computer and mobile data collection devices with related software applications;
- Organize own work, set priorities, and meet deadlines;
- Drive a vehicle safely on unimproved road surfaces; and
- Swim, depending upon job assignment.

Training and Experience:

Any combination of experience and education that provides the required knowledge and abilities qualifies a person for this position. A typical way to obtain the knowledge and abilities would be:

- **Education:** Completion of a Bachelor's degree from an accredited college or university with major course work in biology, natural resources management, environmental science/studies, forestry, wildlife management, environmental planning, hydrology, environmental education, ecology or a related field;

and

- **Experience:** Two years of increasingly responsible experience in fisheries, botany, forestry, environmental compliance, landscape maintenance, wildlife management, volunteer coordination, and/or community engagement.

Desirable Skills and Experience (depending upon assignment):

- Direct experience with fisheries monitoring, vegetation management, landscape maintenance, park operations, volunteer coordination, or similar field;
- Experience interacting directly with the public;
- Experience with plant identification and invasive plant management;
- Experience using electronic mapping applications and equipment;
- Experience working safely in rugged terrain in varied weather conditions;
- Proficiency with Microsoft Word, Excel, Access, ArcGIS, FieldMaps, Survey123, Calflora, and AVENZA;
- Ability to care for, repair, and maintain power and hand tools.

For Fisheries:

- Experience identifying, handling, marking/tagging fish and wildlife;
- Experience with stream restoration implementation and permit compliance monitoring;
- Experience installing, operating, and maintaining PIT tag monitoring equipment.

OTHER REQUIREMENTS

- Possess a valid California driver's license and maintain a satisfactory driving record;
- Per California Government Code, Title 1, Division 4, Chapter 8, Section 3100 "all public employees are hereby declared to be disaster service workers subject to such disaster service activities as may be assigned to them by their superiors or by law.";
- Wear District uniform as provided;
- Acquire and wear safety boots, as assignment warrants;
- Complete wildland fire academy training or its equivalent during the course of employment; (Only required if assigned to Natural Resources and Watershed Maintenance)
- Work weekends and/or evenings or holidays as required, and travel to alternative work locations for these and other purposes.

PHYSICAL DEMANDS AND WORKING CONDITIONS

During the course of performing job duties, the employee will need the mobility to work in a combination of office and outdoor settings. This classification requires dexterity to use a variety of office equipment, hand and power tools and equipment, and scientific collecting equipment. Strength and stamina are required to perform heavy physical labor and to lift materials weighing up to 50 pounds. Objects weighing more than 50 pounds may also require lifting with proper equipment. This classification involves use of landscaping tools, such as rakes, shovels, brooms, pruning shears, pole loppers, chainsaws, brush cutters and wheel barrows. The employee is required to perform heavy manual labor for extended periods such as digging, trenching and pruning. The employee must have the ability to walk on uneven or un-level ground surfaces such as hills, slopes, streams, ditches or trenches, and work at heights up to twelve feet, including on ladders and/or stairs. Depending upon assignment, the employee works in or in close proximity to lakes and creeks and must be able to swim. The position requires hearing and speech to communicate in person and over a radio or telephone. Vision is required to read printed materials and computer screens. The employee is exposed to moving vehicles and other moving equipment and machinery, excessive noise, extremes in temperature, humidity, wetness and dust, and may work with chemicals, pesticides and insecticides using normal and specialized protective equipment. The employee must be willing to work independently, off-hours and weekend schedules and outdoors in any weather conditions.

To be successful in this job, an individual must be able to satisfactorily perform each of the listed duties. These duties are representative of the knowledge, skill and/or ability required for the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the duties and functions of the position.

Established: May 2024

Approved by: Human Resources Manager