

Summer Monitoring Field Technician Job Posting

We're looking for a Summer Monitoring Field Technician to join the TEP team in Garibaldi, OR.

Tillamook Estuaries Partnership (TEP) is seeking a qualified person to work collaboratively with TEP's monitoring staff and our restoration partners. The Summer Monitoring Field Technician (FT) will conduct field monitoring activities such as deploying monitoring equipment, collecting samples, and assisting in executing TEP's monitoring plans at various sites using new field monitoring techniques. Written protocols and field training will be provided; however, the FT will implement the protocols independently at times.

More information is provided below about TEP, the job description, and how to apply.

General Job Description

The Summer Monitoring Field Technician (FT) is integral to Tillamook Estuaries Partnership's (TEP) high-performing team, and its primary objective is to support TEP's Monitoring operations during the summer months. The FT's role accomplishes this objective by working collaboratively with TEP's monitoring staff and restoration partners. The FT will conduct field monitoring tasks under the direction of TEP's Restoration & Monitoring Director. The FT will be expected to learn new field monitoring techniques following written protocols and field training, and in some cases implement the protocols independently.

The FT position is a grant funded, limited duration position that is expected to be filled from approximately May through September 2025.

How does this role support TEP's mission?

Tillamook Estuaries Partnership is a local grassroots organization, created and sustained by our partners, volunteers, and board members. Our projects focus on estuarine restoration, monitoring, and education. We are a non-regulatory, 501(c)(3) non-profit organization, and we are proud to be one of 28 National Estuary Programs (NEPs) in the United States and its territories. Like other NEPs, we are guided by our Comprehensive Conservation and Management Plan (CCMP).

Our Mission Statement: Tillamook Estuaries Partnership is a nonprofit organization dedicated to the conservation and restoration of Tillamook County's watersheds through active stewardship, scientific inquiry, community engagement, and education.

The FT contributes to TEP's growing Monitoring program by providing on-the-ground technical support that ensures a high level of reliability and data quality for the Monitoring Program. This aligns with one of TEP's Core Values: *"Rooted in Science: We base our decisions and recommendations on the best scientifically-derived information that is currently available. This way, we can be sure that outside influences do not prevent us from staying grounded in what is evidenced to be the most beneficial strategies."*

What is this role accountable for?

- Conducting field monitoring activities as directed
- Performing assigned tasks in a reliable and timely manner
- Reporting field and project conditions to supervisors

How do we measure success?

- Monitoring field work for assigned projects is completed on-time, reliably, and following established protocols

Job-Specific Responsibilities

- Work as part of TEP's Habitat Assessment & Monitoring team to help implement field habitat assessment and monitoring activities
 - Deploy, audit, and retrieve temperature loggers from across Tillamook County's watersheds
 - Collect samples for water quality and bacteria monitoring efforts as needed
 - Assist TEP's Field and Data Scientist on projects as requested
 - Assist with executing monitoring plans at TEP and partner restoration sites
 - Assist with Quality Assurance and equipment maintenance as directed
 - Learn new field monitoring techniques following written protocols and field training, and in some cases implement the protocols independently
 - Assessment and monitoring techniques may include: RTK-GPS elevation surveys, water level and salinity loggers, vegetation surveys, seagrass surveys, Aquatic Inventory Surveys for salmonid habitat, drone habitat surveys, and groundwater well installation
- Collaborate with TEP's Communication & Community Engagement team to provide opportunities for education, hands-on experiences, youth mentorship, and citizen science

General Managerial Responsibilities

N/A

General Responsibilities

- Support TEP staff, Board of Directors, and partners in the development and implementation of CCMP, 5-year strategies, and annual work plans
- Track accomplishments
- Represent TEP at meetings, committees, conferences, workshops, and events as needed
- Support TEP- and partner-led restoration, monitoring, education, communications, and community engagement programs
- Any other duties as assigned

Qualifications for New Hires into Position**The Right Fit, Rather than a Perfect Fit**

Studies have shown that underrepresented people often do not apply for professional jobs unless they feel they meet every qualification or requirement listed in a job description. Conversely,

people with identities overrepresented in these fields often do not hesitate to apply for jobs even if they do not meet all stated qualifications. TEP wants the *right* fit, for both the employee and for TEP. Prior experience may be transferable, even if it is outside what is described herein. Training and professional development is available to TEP employees to help improve skills. Passionate and interested people with the core competencies listed herein are encouraged to apply.

Minimum Requirements

- Associate's degree in botany, forestry, biology, chemistry, environmental sciences, ecology, engineering, or other related sciences **OR** at least two years of work experience in a related field
- Academic, part-time, or volunteer experience related to environmental field or laboratory data collection
- Demonstrates integrity and ethical behavior
- Goal oriented with a high attention to detail
- Excellent communication and organizational skills
- Ability to prioritize tasks to manage multiple projects, adapting as needed to changing priorities, deadlines, and instructions
- Demonstrates a concern for accuracy (e.g. regularly produces accurate, thorough, professional work)
- Proficiency with Word, Excel, PowerPoint, Google docs, and Adobe or other similar software
- Familiarity with video conferencing systems
- Proof of valid driver's license and current auto liability insurance required (i) prior to driving any TEP-owned vehicle and (ii) prior to driving any vehicle, including personal vehicle, for TEP-related business during work hours
- Must be able and willing to travel throughout the county and region with occasional further travel

Preferred Skills and Experience

- Full-time work experience related to environmental field data collection

Desired Attributes throughout Tenure in this Position

- Demonstrates a concern for effectiveness (e.g. proactively analyzes current procedures and adapts to changing needs in a timely fashion)
 - Demonstrates integrity and ethical behavior
 - Effective communications (e.g. respectful and courteous in all verbal and non-verbal communications)
 - Works in an economically, socially, and environmentally sustainable manner
 - Displays a positive attitude toward and enthusiasm for participating in high-performance teams
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Working Conditions**Work Location (Where & Getting There)**

TEP's Main Office - Located in the Port of Garibaldi. Public transportation buses do not come directly into the Port of Garibaldi. Getting between the TEP office and the nearest stop requires moving approx. 0.4 miles through the Port (some sections of roadway do not have sidewalks) and over railroad tracks. Traffic can be heavy at times with lumber trucks, recreational fishing boats on trailers, passenger vehicles, and the Oregon Coast Scenic Railroad train.

Field Locations – The FT will need to navigate steep, brushy, muddy, and slippery terrain in Tillamook's estuaries and mountains. This position is expected to access remote locations which involves driving steep forest roads and wearing waders and heavy raingear. Must be comfortable working in all weather conditions throughout Tillamook County and its watersheds and be ready to make adaptive plans for adverse weather. FT will occasionally be required to walk up to four miles.

Work Hours (When)

This position is generally expected to work five 8-hour workdays per week, Mon-Fri. Because field monitoring work is weather and tide dependent, the FT should expect to be flexible in start and end time within any given work week. For example, early morning starts (e.g. 6am) to catch tides and sun angle for drone work, longer days for temperature logger deployment, etc. However, the FT will not be expected to exceed 40 hours in any week.

This position is required to take two paid 15-minute breaks, and one unpaid 30-minute lunch break every day.

Work Environment

Work shall be performed in the office, other indoor venues, and outdoor environments. Work assignments may require walking or standing most of a given day, sitting, typing, bending, pulling, reaching, stooping, climbing, crawling, kneeling, lifting up to 30 pounds, and contending with adverse weather conditions requiring special clothing and safety precautions. Walking/hiking may be on uneven surfaces and through rough terrain. Necessary personal equipment and clothing for all working conditions will be provided to the FT by TEP.

Work Rules

This position is subject to all TEP policies including, but not limited to, those provided in the Employee Handbook, Fiscal Policy, safety protocols, and standard operating procedures (SOPs). This position is subject to pre-employment background checks and periodic background checks during employment.

The FT is expected to follow OYA safety and security requirements when at TEP's native plant nursery.

Work Travel

Travel during work hours for this position will usually be within Tillamook County and the surrounding region. TEP currently has a work truck, which is typically available for this position.

- TEP reimburses those employees who are pre-approved to drive their personal vehicles during company-related travel, excluding commuting to and from work, at the IRS standard mileage rate.

Salary and Benefits

The salary range for this position is \$24-\$28/hour, based on a 40-hr per week work schedule. The actual offer of compensation shall be dependent upon experience. TEP processes payroll on a monthly basis.

This position is eligible for a health insurance stipend of \$400 per month, worker's compensation, and sick time.

Application Process

To apply, please submit the following documents as either .pdf or Word files by email:

1. A resume. Applicant's contact information must include mailing address, phone number, and email address.
2. A statement of qualifications and interest. The statement of qualifications should describe the applicant's relevant experience and interest in the position and should not exceed two full, single-spaced pages.
3. Three professional references. Each reference must include the person's name, email address, phone number (if within this United States), and the person's affiliation (how you know the person, based on your resume).
4. Please indicate how you heard about this job opportunity.

Please email application materials to info@tbnep.org. **Applications will be accepted until 5:00 pm Pacific Time on April 4th, 2025.** Incomplete or late applications will not be considered.

TEP will review applications by mid-April. All applicants will be contacted by email and advised whether or not they are proceeding to the interview phase of the selection process. Interviews will be conducted in person or via Zoom, depending on the applicant's location. The preferred start date for this position is May, 2025; the exact date shall be agreed upon by the successful candidate and TEP.

Tillamook Estuaries Partnership is an equal opportunity employer. TEP does not discriminate on the basis of sex, race, religion, creed, color, age, national origin, ancestry, marital status, veteran or military status, disability, sexual orientation, gender identity, genetic information, application for workers' compensation benefits, use of statutory protected leave, or any other characteristic or status protected under applicable federal, state, or local laws in the administration of its programs or activities. TEP does not harass, intimidate, or retaliate against any individual or group because they have exercised their rights to participate in actions protected, or oppose actions prohibited, by State of Oregon and Federal civil rights and non-discrimination laws, or for the purpose of interfering with such rights