



- Job Title:** Backyard Habitat Certification Program Habitat Technician
- Compensation:** \$67 per site assessment, up to 100 site assessments. Training, meetings, and outreach will be reimbursed at the rate of \$20/hour.
- Location:** In the field; periodic visits to Columbia Land Trust and Portland Audubon
- Contract Term:** 1 year contract with Columbia Land Trust (May 2019 through April 2020)
- Availability:** Flexible work hours with some weekend and weeknights depending on work schedule and appointments for site assessments.
- How to apply:** Email your resume and cover letter outlining relevant experience by May 20th to Susie Peterson at [speterson@columbialandtrust.org](mailto:speterson@columbialandtrust.org). Include "Habitat Technician Position" in the subject line. Please note in your email how you heard about the position.

The Backyard Habitat Certification Program is a collaborative effort between Columbia Land Trust and Portland Audubon that has been operating since 2009. The Program provides technical assistance to small urban and sub-urban properties to restore native wildlife habitat, manage stormwater and garden sustainably. Partnering with diverse communities and reducing barriers to this work is a core program goal. Through our collective efforts to revitalize urban landscapes we make our region a healthier place, for ourselves and for wildlife. Our community of Backyard Habitats is over 5,500 strong and growing every day. For more information, see: <https://backyardhabitats.org/>.

To date, the Program works within the urban areas of Multnomah and Clackamas County. In May of 2019 the Program will expand into the cities of Beaverton, Tigard, and Tualatin, as well as into Clark County. To support this expansion, the Program will be hiring two new contractor Habitat Technicians to provide site assessments in 1) Tigard, Beaverton, Tualatin, and 2) West Portland. The Habitat Technicians will represent both Portland Audubon and Columbia Land Trust in these new service areas and will be primarily responsible for meeting with property owners to provide site assessments, recommendations and evaluations for certification for properties. Secondly, the Technician will be responsible for outreach assistance and other administrative tasks as agreed upon. We are looking for someone that is self-motivated, highly-organized, with a background in environmental education, knowledge of Pacific Northwest native plants and nuisance/noxious weeds, and excellent customer service skills.

Columbia Land Trust and Portland Audubon are equal opportunity employers [committed to equity](#). We encourage applications from all qualified individuals without regard to race, gender expression, sexual orientation, age, national origin, or any other identity that makes you unique and whole. Candidates of color are strongly encouraged to apply.

**Essential Duties:**

- Work with homeowner to schedule site assessment.
- Perform site assessments with program participants to share resources and collect site information.
- Create and submit to BHCP and program participant a written site assessment report with specific recommendations on removing nuisance weeds, planting indigenous plants, managing stormwater on-site, reducing or eliminating the use of pesticides, and wildlife stewardship.
- Certify properties that meet program criteria and that are a part of an initial site assessment.
- Enter property data in the BHCP database.
- Support at outreach events as needed.
- Submit monthly invoice to Columbia Land Trust.
- Place follow-up phone calls to program participants 6 months after site assessment.
- Attend quarterly BHCP Technician meetings.
- Assist with plant sales as needed.

**Desired Qualifications**

The requirements listed below are representative of the knowledge, skill, and/or ability needed. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential job functions.

- Two or more years working in science education, environmental studies, restoration, conservation, or similar field of study. Candidates are invited to demonstrate professional and related life experience.
- Experience with some or all of the program components: planting indigenous plants, nuisance weed removal, wildlife stewardship, stormwater management, pesticides education.
- Effective oral and written communication skills.
- Demonstrated cultural competency and experience working with diverse populations, including communities of color, immigrants, and underserved communities.
- Highly organized, with ability to self-manage time and responsibilities.
- Ability to enter data into database software and create site report in Word using provided template.
- Ability to schedule site visits via email or phone and track scheduled visits.
- Second language abilities in addition to English preferred. Native speakers preferred.

Applicants will need to have a computer with internet access, a car and current driver's license, and personal vehicle insurance minimum coverage of \$300,000 combined single limit liability.

Contractor will need to submit itemized invoices as work is completed and expenses are incurred, no more regularly than one per calendar month and the Columbia Land Trust will pay the invoice within 30 days after receipt.

Contractor and any person or entity performing Services on Contractor's behalf, including but not limited to Contractor's employees, agents, affiliates, subsidiaries, and subcontractors are and will be either independent contractors of Contractor or Contractor's employees, and not employees or agents of Columbia Land Trust. Neither Contractor nor any of Contractor's Personnel are entitled to participate in any benefit program provided by Land Trust to its employees. This Agreement is not intended to form a partnership or joint venture between the parties.

Contractor will be solely responsible for payment of compensation to Contractor's Personnel, and will withhold from and pay to the appropriate authorities all taxes, contributions, fees, interests, or penalties imposed or required under any federal, state or local income, excise, or employment tax laws with respect to Contractor's performance of this Agreement, regardless of whether the Services are performed personally or through Contractor's Personnel.

**About Columbia Land Trust:**

Columbia Land Trust is dedicated to conserving and caring for the lands, waters, and wildlife of the Columbia River region through sound science and strong relationships. Columbia Land Trust has permanently conserved more than 43,000 acres, an area equivalent to eight of Portland's Forest Parks, and has restored thousands of acres for the benefit of both wildlife and local communities. Columbia Land Trust recently embarked on a 25-year plan to conserve the lower Columbia's most important places by blending rigorous science and community partnerships. Core to the conservation agenda is a commitment to supporting a more inclusive and equitable conservation movement, arriving at common ground conservation solutions. Together, we are ensuring a future that is thriving, prosperous, and nature-rich. For more information, visit our website at [columbialandtrust.org](http://columbialandtrust.org).

**About Audubon Society of Portland:**

Audubon Society of Portland has been a leading voice in conservation for over a century. Through conservation advocacy, environmental education, our wildlife rehabilitation center, and other programs we promote the understanding, enjoyment, and protection of native birds, other wildlife and their habitat. We are located in a 150-acre wildlife sanctuary in Forest Park, just minutes from downtown Portland. With over 15,000 members and 450 regular volunteers, we are the largest independent chapter of the National Audubon Society in the United States. Additional background regarding our extensive education, advocacy, wildlife rehabilitation and habitat programs can be found at [www.audubonportland.org](http://www.audubonportland.org). We have just completed a five-year strategic plan.

A central goal moving forward is to infuse equity, inclusion, and diversity (EID) into all of the goals and work of the organization. All Portland Audubon staff are responsible for implementing these EID goals into the departmental strategies, programs, and work plans.