



Independent Contractor Position

- Contractor Title:** Washington County Habitat Technician (Independent Contractor)
- Compensation:** \$80/site visit; up to 150 visits. Training, meetings, outreach \$25/hour
- Location:** In the field; periodic visits to Columbia Land Trust, Portland Audubon.
- Contract Term:** 1 year contract with Columbia Land Trust (Jan 2022 - Dec 2022), with potential to renew on an annual basis.
- Availability:** Flexible work hours; create your own schedule. Some weekends/weeknights preferred to accommodate participants' schedules.
- How to apply:** Email resume and cover letter by January 16th to Susie Peterson at speterson@columbialandtrust.org. Include "Habitat Technician Contractor Position" in the subject line.

The Backyard Habitat Certification Program (BHCP) is a collaboration between Columbia Land Trust and Portland Audubon that has been operating since 2009. BHCP works in Multnomah, Clackamas, Clark, and Washington counties. The program provides incentives, resources, and recognition to participants to restore native habitat. Partnering with diverse communities and reducing barriers to this work are core focus areas of the program. Through our collective efforts to revitalize urban landscapes we make our region a healthier place, for ourselves and for wildlife. Our Backyard Habitat community is 8,400+ strong and growing every day. To learn more, visit <https://backyardhabitats.org/>.

This position will support our work in the north and northwest portions of Washington County, with occasional work in Multnomah County. As a technician, your primary role would include 1) scheduling and meeting with participants at their property to talk about their interests and how those overlap with the five elements of the program (removing priority weeds, planting native plants, managing rainwater on site, reducing the use of pesticides, and supporting wildlife), 2) making recommendations based on the needs of the property and participant, 3) entering site data into a database, 4) writing and sending the participant a Site Report, 5). As a technician, you would represent both Portland Audubon and Columbia Land Trust during all work associated with the program.

Backyard Habitat, Columbia Land Trust, and Portland Audubon are committed to building diverse and inclusive environments that reflect the diversity of our region. Columbia Land Trust is [committed to equity](#). We encourage applications from 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, candidates with strong cultural competencies, and candidates with multiple language skills are strongly encouraged to apply.

Essential Duties:

- Schedule and provide site visits with participants
- Create and submit written site reports with recommendations for creating habitat
- Certify properties that meet program criteria as part of the site visit
- Enter property data into the BHCP database
- Submit monthly invoice to Columbia Land Trust
- Place follow-up phone calls to participants 6 months after site visit
- Attend monthly BHCP technician meetings, as able
- Support at outreach events, as agreed upon

Preferred Skills & Experience

The following are representative of the knowledge, skill, and/or ability needed to perform the duties of the job. Some experience with one or more of the following is preferred, with some training available to help build on existing skills to reach skill level needed. Accommodations may be available to enable individuals with disabilities to perform the essential functions.

- Two or more years working in landscape design or maintenance, environmental education, restoration, conservation, or similar field (candidates are invited to demonstrate professional and related life experience)
- Experience with some or all of the program components: native plants, noxious weeds, wildlife stewardship, stormwater management, pesticide reduction
- 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 site data into database software and create site report in Word
- Ability to schedule site visits via email or phone and track scheduled visits
- Second language abilities in addition to English, particularly native speakers of Spanish, 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 will be an independent contractor and not an employee of Columbia Land Trust. Contractor is not entitled to participate in any benefit program provided by Land Trust to its employees.

Contractor will be solely responsible for paying to the appropriate authorities all taxes, including FICA and other payroll 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.

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 50,000 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.

About Portland Audubon:

Portland Audubon has been a leading voice in conservation for over a century. Through collaboration with a vast network of advocates, nature enthusiasts, and partners, we inspire and connect people to nature through a variety of programs that are grounded in science and learning. We are located in a 172-acre wildlife sanctuary in Forest Park, just minutes from downtown Portland. Portland Audubon is committed to building a diverse and inclusive environment, reflecting the diversity of our community in its board, staff, volunteers, and members; ensuring its internal culture, business practices, and programs are welcoming and advance its diversity goals; and empowering staff to make positive changes in their environment and in Portland Audubon's culture. More background on our diversity efforts can be found at <http://audubonportland.org/about>.