



Humboldt County Resource Conservation District

5630 South Broadway Eureka, CA 95503

Phone (707) 442-6058 Ext. 5

info@hcrd.org

Job Description Fisheries Project Assistant

Employer: Humboldt County Resource Conservation District (HCRCD)
Work Location(s): Near Ferndale, CA.
Position: Seasonal (Temporary), hourly. Anticipated end of term is September.

Background: The Humboldt County Resource Conservation District (HCRCD) is a Special District that works to implement a range of agricultural enhancement and habitat restoration projects to improve and protect natural resources and wildlife habitat on private and public lands. HCRCD is funded solely by grants and contracts and implements a range of restoration projects throughout the County that enhance habitats, address forest health, and assist agricultural operations. HCRCD has entered into a partnership with the USDA Natural Resources Conservation Service (NRCS) and private landowners to implement the [Russ Creek and Centerville Slough Restoration Project](#), a landscape-scale tidal and riverine restoration project near Ferndale, CA.

Position Overview: HCRCD seeks to hire 3 – 6 Project Assistants to be part of a small field crew performing fish relocation efforts and other labor-intensive tasks, which may include monitoring, maintenance, and implementation of ecological restoration activities on the Russ Creek and Centerville Slough Project site. As part of a collaborative team, the Project Assistant is expected to contribute to a positive and supportive work environment, working closely with their crew to accomplish tasks efficiently and safely. Safety and making sound decisions in the field will be the highest priority for this role. The Project Assistants will report to the Watershed Program Manager and take daily direction and guidance from the Watershed Project Coordinator, who serves as the lead and primary representative in the field. Working primarily outdoors, Project Assistants will conduct tasks such as fish relocation in muddy, wet conditions, including working in tidal sloughs; walking several miles a day in wet, muddy conditions; lifting weight up to 50 lbs.; using small kayaks and riding in off road vehicles; working in close proximity to active construction; and identifying and handling fish. Additional duties may include minor vegetation clearing, trimming select trees and branches, and other fieldwork.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Follow direction from the Project Coordinator and Program Manager to execute fish relocation and fieldwork priorities. Stay available for updates via calls or texts.
2. Assist with regular maintenance of fisheries equipment.
3. Participate in safety trainings as required.
4. Perform hands-on tasks such as fish removal safely and efficiently.
5. Carry out additional tasks assigned by management.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The qualification requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Required Minimum Qualifications

- Must have a high school diploma or equivalency.
-
- Ability to work as an effective member of a team.
- Good communication skills including speaking and listening.
- Ability to understand and follow oral and written directions.
- Ability to exercise good judgment and to assess risk and make safe decisions.
- Ability to work with a variety of people with diverse interests and temperaments.
- Physically able to conduct restoration work in the field during all seasons and in inclement weather. Includes lifting, carrying supplies and equipment, and wearing chest waders, and navigating and maneuvering in deep mud and water; see Physical Demands below.

Desired Qualifications

- A bachelor's degree with a focus on environmental studies, natural resource management, watershed science, conservation planning, or related field; a combination of education and equivalent professional experience may be considered.
- One or more years of professional experience
- Knowledge of and understanding of:
 - Wetland restoration techniques.
 - Local native fish species.
- Experience working with other conservation groups
- Experience in small non-motorized boats, driving 4x4 trucks, pulling trailers, and/or driving ATVs
- Creativity, sense of humor, "can do" spirit, collegiality, flexibility, strong desire to learn.

WORK ENVIRONMENT:

The location for this position is the Russ Creek and Centerville Restoration Project site, located at 770 Russ Lane, near Ferndale, CA. The work environment experienced by this position includes working at a remote, wetland field site. This is a 100% outdoor work site. This position will experience muddy, wet conditions, including traversing field sites by foot or in an ATV, UTVs, in 4 x 4 vehicle, and/or small boat or kayak. Fish relocation efforts will include working in tidal slough channels and small wetland ponds, including in areas with several feet of standing water and, at times, knee-deep mud. The position will work in close proximity to active construction equipment, including or near mechanical parts, equipment, power tools, and other machinery. The Project Assistant may work in direct proximity to unrestrained livestock and around electrified fencing. This position will have limited exposure to high precarious places, toxic or caustic chemicals, vibration, and risk of electrical shock. The noise level in the environment at times may be moderate to high.

The work environment characteristics described here are representative of those an employee may encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL DEMANDS

While performing the duties of this job, the Project Assistant is required to regularly talk, hear, see and smell. On a daily basis the employee is required to sit, stand, walk on flat or uneven ground or through mud, climb, balance, stoop, kneel, bend, crouch, or crawl. The employee may lift up to 50 pounds, push or pull up to 40 pounds and frequently will need to maneuver around outdoor sites in inclement

weather. The employee in this position must have the ability to reach with hands and arms and to use their hands or fingers to handle, grasp and feel. Employees in this position frequently need to hold fish seines, remove small fish from nets, and carry 5-gallon buckets with fish and water.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

WAGES, HOURS AND COMMENCEMENT OF WORK

The starting wage range for this position is \$18.00 – \$24.00 an hour dependent on experience. Benefits will be limited to sick leave. The successful candidate will work 10-hour days up to 40 – 50 hours a week; overtime will be paid for work over 40 hours a week. Successful candidates should be able to start work immediately.

APPLICATION INSTRUCTIONS

To apply, email resume, and the [HCRCD job application form](#) with three or more references to Program Manager Doreen Hansen at doreen@hcrd.org. Please title email: "Fishery Project Assistant." Applicant review will begin immediately.