



## Salmon Protection And Watershed Network

9255 Sir Francis Drake Blvd  
PO Box 370 • Forest Knolls, CA 94933  
Ph. 415.663.8590 • Fax 415.663.9534  
[www.SpawnUSA.org](http://www.SpawnUSA.org)

### **JOB ANNOUNCEMENT • 12/09**

#### **Title: WATERSHED BIOLOGIST w/ the Salmon Protection And Watershed Biologist (SPAWN)**

The **SALMON PROTECTION AND WATERSHED NETWORK** ([www.SpawnUSA.org](http://www.SpawnUSA.org)), located in Olema, west Marin County, CA, works to protect and restore the Lagunitas Creek watershed habitat, which supports the largest population of wild coho salmon left in Central California and other aquatic endangered species including steelhead trout and CA freshwater shrimp. Our goal is to recover local salmonid populations to historical levels by educating and motivating local residents and building a local and State-wide grassroots constituency to advocate for policies and effective programs that protect and restore local watersheds. Our project is multi-faceted and uses hands-on conservation projects, grassroots organizing and community building, public and media education, and coalition building to accomplish our goals. SPAWN is a project of Turtle Island Restoration Network (TIRN), a CA non-profit organization.

**Qualifications:** The ideal candidate will have a strong working knowledge of salmon biology and watershed habitat values and functions. Additionally she/he will have a strong understanding of riparian ecology and demonstrated experience in habitat restoration. Successful experience recruiting, training and supervising volunteers and interns is required. Experience with project development, grant proposal writing and administration is highly desirable. Demonstrated knowledge of regional conservation issues and experience in managing multiple State, and multi-agency conservation programs is advantageous. **Education:** M.S. or higher in wildlife or aquatic ecology, hydrology, or related field and several plus years experience is preferred.

**Skills and Abilities:** Previous field experience with endangered aquatic species monitoring and riparian ecology/management will be an important consideration. Watershed management experience will also be beneficial. Applicant must have demonstrated strong interpersonal communication skills, both oral and written. The ability to communicate effectively with private landowners, volunteers and donors, and state and federal resource managers will be critical. Demonstrated ability to prepare reports, funding proposals, and project budgets is necessary. Experience with as many of the following will be considered:

- Field experience, including salmonid spawning and outmigration studies, and stream restoration.
- Working successfully with agency partners, volunteers and interns to conduct biological monitoring and restoration activities.
- Writing biological resource and technical reports.
- Preparing grant proposals and scopes of work/cost estimates.
- Preparing environmental permit applications, including prior experience directly coordinating with agency staff to prepare, revise and negotiate permit applications.
- Developing and maintaining liaisons and effective working relations with groups and individuals, agencies, and the public to encourage cooperative management strategies or to develop information and interpret findings.
- Understanding of and prior experience with the ESA Section 7 and Section 10 consultation processes.

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- Preparing and participating in public information meetings and hearings.
- Leading educational workshops, tours and working effectively to educate the public and students of all ages.
- Working with local media.

**Duties:** This position will be responsible for the design, administration and delivery of restoration and salmon conservation monitoring programs in the Lagunitas Creek Watershed. The successful applicant will efficiently and effectively administer government contracts to improve water quality, restore riparian salmon fish habitat and conduct habitat and salmonid biological research and monitoring. The successful applicant will also develop new grant proposals, secure project funding, ensure timely implementation of projects, and work closely with state, federal, and private partners. This position will also provide technical assistance to landowners, prepare agreements for conservation projects, work with volunteers and interns, and disseminate information on conservation programs to private individuals, and liaison with local, State and federal agencies. This position will report to the Conservation Director.

**Location:** Candidates must commute daily to the Turtle Island offices in beautiful, rural West Marin, CA. Office location: 9255 Sir Francis Drake Blvd., Olema, CA 94950. Successful candidates should live nearby, or be willing to relocate. Some travel, after-hours and weekend work, and access to a private vehicle is necessary.

**Salary:** Full-time with benefits. Salary commensurate with experience. Position open until filled. TIRN is committed to creating a diverse workforce.

**To Apply:** **Applications accepted immediately, position open until filled.** Please **EMAIL** 1) resume and 2) cover letter, including information on where you learned about the position to: [paola@tirn.net](mailto:paola@tirn.net). Include “Watershed Biologist Application” in the subject line. Please no calls.