

About Solano Resource Conservation District

Solano Resource Conservation District (Solano RCD) is a special district to the State of California that works closely with a variety of local and regional partners to enhance and protect Solano County watersheds through strategic restoration activities, water education and outreach programs, and by offering conservation planning and watershed coordination services to local residents, farmers and landowners. Solano RCD staff and its Board of Directors strive toward excellence, equity, inclusion, collaboration, and appreciation in the work performed and welcome candidates who share these same values.

Position Summary

Solano RCD currently has one vacancy for a Restoration Field Manager/Senior Restoration Field Manager position. Solano RCD is looking for a dynamic individual with field-based restoration management experience and leadership skills to join our enthusiastic and passionate team to implement resource conservation projects across a variety of habitat types in Solano County. The person selected for this position will report to the Solano RCD office in Dixon, CA.

The applicant will work under the direction of the Deputy Director and in coordination with seven Project Managers to implement up to 25 habitat restoration and water quality improvement projects throughout Solano County. Projects include restoring wildlife habitat in riparian areas and open space parks, planting native tree, shrub and pollinator hedgerows on farmland edges, excluding livestock from waterways, conducting invasive weed control, and working with landowners and agencies on water quality monitoring and improvement projects. This position will supervise up to six field staff including Restoration Project Coordinators and Seasonal Restoration Technicians.

The person in this position must be civic-minded and enjoy interacting with diverse communities; work well with a dynamic and collaborative team, as well as independently; and have strong time management and organization skills.

Work Hours

To perform the assigned duties, the employee will be required to work a mixture of hours in the field and in the office. The regular work week will be 8-hour days Monday through Friday, often with early morning starts and occasionally with evening or weekend obligations.

Essential Duties and Responsibilities

This position will spend a significant amount of time in the field and applicant must have the ability to lift up to 50 pounds and work in outdoor wildland settings, including stooping, bending, lifting, operating equipment, and hiking long distances. Work in outdoors wildland settings may result in exposure to insects and wildlife, temperature extremes, and inclement weather.

Specific responsibilities and approximate time allocations are as follows:

10% - Develop RCD's weekly field work schedule

Work with the RCD's seven Project Managers and Deputy Director to assess field work priorities each week at up to 25 field sites. Assign teams that may include Project Coordinators, Restoration Technicians, Project Managers, and contracted field crews to complete field work priorities. As part of this responsibility, applicant should expect to field calls and texts throughout the week from various RCD employees as the team communicates to ensure that field work priorities are met.

15% - Field Staff Supervision and Mentorship

Work with the Deputy Director to provide day-to-day supervision and annual performance reviews for up to

six field staff, including Restoration Project Coordinators and Seasonal Restoration Technicians. This position will also be responsible for recruiting and hiring new Project Coordinators and Seasonal Restoration Technicians when needed.

10% - Equipment Maintenance

Oversee and maintain the RCD's nursery facility and restoration equipment. Typical work includes coordinating/conducting routine facility maintenance (irrigation repair, minor construction) as well as coordinating/conducting regular maintenance for the RCD's restoration equipment (trailers, ATVs, boom sprayers, weed whackers, chainsaws, etc.).

5% - Safety Program

Manage and continue to develop our equipment safety training program to ensure that all Project Managers, Project Coordinators and Restoration Technicians safely operate the RCD's restoration equipment.

60% - Restoration Field Work

Participate in restoration field work as part of a team of RCD employees. Typical work includes mowing and applying herbicides to control invasive weeds, propagating and planting native plants, installing and operating irrigation systems, and working with contracted field crews.

Other duties as assigned by the Executive Director or Deputy Director.

Minimum Qualifications

- Experience working with field crews in a supervisory capacity.
- Experience managing complex resource management projects.
- Knowledge of common restoration field practices, such as invasive weed control, native grass seeding, tree and shrub planting, and irrigation installation.
- Experience operating a variety of equipment, such as tractors, trailers, ATVs, zero turn mowers, bobcats, boom sprayers, backpack sprayers, brush cutters, chainsaws, etc.
- Experience with the mechanics and maintenance of typical restoration equipment and the knowledge necessary to ensure they are safely maintained and operated.
- Applicant should have strong organizational skills and the ability to use common Microsoft Office programs, including Excel, Word and Outlook.
- Applicant must have the ability to lift up to 50 pounds and work in outdoor wildland settings, including stooping, bending, lifting, operating equipment, and hiking long distances.
- Applicant must be able to tolerate exposure to insects and wildlife, temperature extremes, and inclement weather.

Desired Qualifications

No single candidate is expected to have expertise in all aspects of this operation. We encourage applicants with passion for habitat restoration to apply.

- A Bachelor's degree from an accredited college or university in Ecology, Agriculture, Biology, Environmental Science or a related field of study.
- Possession of a Qualified Applicator's Certificate (will be required within 6 months of start of employment).
- Experience working with native plants and nursery facilities and knowledge of common California native plants.

Conditions of Employment

- Must be able to work in various environments both indoors at the computer and outdoors in wildland,

agricultural and open space settings.

- Must be a team player with an ability to work with staff, Board members and local landowners who have a diverse range of backgrounds, motivations and interests.
- Must have and maintain a valid California Class C Driver's License and have personal vehicle liability insurance.
- Employment at the Solano RCD is employment at-will. Employment at-will may be terminated with or without cause and with or without notice at any time by the employee or the District.

Compensation and Benefits

This position is an exempt, 100% full-time equivalent (FTE) position. Solano RCD's current FTE compensation rate for the Restoration Field Manager position ranges from **\$72,205 to \$90,256/year** and is based on a minimum of 5-7 years of previous related work experience. Solano RCD's current FTE compensation rate for the Senior Restoration Field Manager ranges from **\$92,399 to \$107,399/year** and is based on a minimum of 10-12 years of previous related work experience. There are multiple steps within each of these salary ranges and the successful applicant's starting position will be based upon experience and education.

As part of employment, the RCD offers medical, dental and life insurance for employees covered fully by the RCD, optional vision coverage, and paid vacation, sick leave, and holidays. Retirement benefits, which include 10% employer match, are available upon completion of a six (6) month probationary period.

How to Apply

Submission: Submit a detailed resume with three professional references to Caitlyn Morrissey at caitlyn.morrissey@solanorcd.org and complete the application questionnaire found here: <https://forms.office.com/r/55X1kespfN>. **The position is open until filled and review of applications will start on January 6th, 2025** Mailed application materials are also accepted.

Notification: All applicants will be notified of the status of their application via email, generally within two to three weeks after the closing date.

Selection Process: The application materials for applicants meeting the minimum qualifications will be reviewed by a screening panel to select the best qualified for testing or interview. Solano RCD reserves the right to set up a written test, performance test, and/or other assessment procedures before or after the interview process. Possession of minimum qualifications does not guarantee an interview or invitation to test.

Special Testing Arrangements: If you require special arrangements due to a verified disability or medical condition, please contact Caitlyn Morrissey at (707) 678-1655 x 101.

Solano Resource Conservation District is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, gender identity or expression, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other status covered by local, state, or federal law. Our goal is to be a diverse workforce that is representative, at all job levels, of the communities we serve.