



## Skagit River System Cooperative

11426 Moorage Way • P.O. Box 368 LaConner, WA 98257-0368

Phone: 360-466-7228 • Fax: 360-466-4047 • [www.skagitcoop.org](http://www.skagitcoop.org)

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### **Position Announcement for a Senior Restoration Ecologist (March 2025)**

The Skagit River System Cooperative (SRSC) is seeking an experienced professional to manage a portfolio of habitat restoration projects that support salmon recovery efforts in the Skagit River basin. The successful applicant will have a strong background in biology, physical science, marine science, environmental engineering or a related field and a proven ability to manage complex design and construction projects. Applicants with relevant education and skills but less experience are also encouraged to apply and may be considered for a Restoration Ecologist position.

### **Who We Are**

SRSC provides fisheries and environmental management services for the Sauk-Suiattle Indian Tribe and the Swinomish Indian Tribal Community. On behalf of these two sovereign nations, SRSC works to actively increase salmon populations and improve habitat conditions within their usual and accustomed fishing areas. Our dedicated and highly experienced staff bring a passion to their work on salmon recovery, which includes implementing on-the-ground habitat restoration projects, improving local and regional knowledge through scientific research and monitoring, and protecting salmon habitat in a variety of regulatory processes throughout the Skagit River basin. SRSC is recognized throughout the region as a leader in salmon recovery, and we strive to build a close-knit team of professionals and scientists working on behalf of our member Tribes. More information about SRSC can be found on our website:

<https://skagitcoop.org/>

Cultivating an inclusive team is central to SRSC's mission, with a focus on providing opportunities for Tribal members. Currently, SRSC has around 50 permanent and seasonal staff who conduct research and restoration projects throughout the Skagit River basin. Funding comes primarily from competitive grants and contracts with governmental agencies spanning local, state, federal, and tribal sources.

### **Senior Restoration Ecologist Position**

The Senior Restoration Ecologist will work on a team with other technical specialists to manage salmon habitat projects that advance tribal objectives for salmon recovery. The Senior Restoration Ecologist will coordinate projects with tribal and local governments and state and federal agencies while representing the interests of SRSC member tribes. Projects will primarily support implementation of the Skagit Chinook Recovery Plan.

Projects occur throughout the Skagit River basin and associated estuary and nearshore environments of the Whidbey basin. The Senior Restoration Ecologist will serve as a project manager for several ongoing projects but will also be expected to identify and secure grant funding for new projects that accomplish program goals.

The Senior Restoration Ecologist will be expected to manage all aspects of restoration project development, design, and construction. This includes grant proposal and report writing, environmental permitting, managing budgets, hiring and overseeing contractors and consultants, providing construction oversight, coordinating with other staff at SRSC, our member Tribes and partner organizations, and developing plans for site stewardship and effectiveness monitoring. Successful projects typically involve outreach with the public, private landowners, tribal members, government officials, and stakeholders, so good communication skills are essential. Projects should be based on a solid scientific foundation and be consistent with Tribal salmon recovery objectives and species recovery plans such as the Skagit Chinook Recovery plan. Examples of typical restoration project can be found at the following websites:

<https://www.similkrestoration.com/>  
<https://barnabystudy.wordpress.com/>

The Senior Restoration Ecologist will work as part of a supportive team that includes other specialists within the SRSC Habitat Restoration program that can help with various aspects of project management such as data collection and construction support, wetland inventory, planting plan development, survey, and computer mapping. The team includes staff from other SRSC programs (such as Research and Recovery) and from our member Tribes. The work may also include development of habitat inventory or technical studies, presentations at professional conferences or in other public forums, and participation in habitat restoration planning groups or committees.

### **Working Conditions**

The Senior Restoration Ecologist reports daily to the SRSC office in Burlington, WA and the typical full-time work schedule is four 10-hour days. Some flexibility in the schedule including remote work may be considered. Occasional field work requires the ability to work in varying weather conditions and sufficient mobility to navigate uneven terrain, steep slopes, streams/creeks, marsh areas, and other field conditions.

SRSC employees value the superb quality of life in northwest Washington, with outstanding access to outdoor recreation in nearby mountains and waterways. The cultural attractions of Seattle and Vancouver are both roughly an hour drive away. Most employees reside in or near the small cities of La Conner, Burlington, Mount Vernon, Bellingham, Anacortes and Oak Harbor.

### **Salary and Benefits**

Senior Restoration Ecologist: \$82,000 to \$103,000 per year depending on qualifications.  
Restoration Ecologist: \$74,000 to \$84,000 per year depending on qualifications.

SRSC provides employees with competitive benefits including medical, dental, vision, life, and disability insurance coverage, a 401(k) retirement program, and generous paid leave and holidays.

### **Submittals**

Applicants are invited to submit a resume by 5:00 pm Monday May 5, 2025 although submittals will be considered as they are received. Qualified applicants will be contacted for a follow-up interview. This position is subject to the tribal preference hiring policy of SRSC. To apply, please submit a letter of interest and resume via hard copy or e-mail to:

Skagit River System Cooperative  
Attn: Janette Crume  
P.O. Box 368  
La Conner, WA 98257-0368  
[jcrume@skagitcoop.org](mailto:jcrume@skagitcoop.org)



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### POSITION DESCRIPTION

**TITLE:** Senior Restoration Ecologist

**REPORTING TO:** Habitat Restoration Director

**GENERAL:** The Senior Restoration Ecologist will work on a team with other technical specialists to manage salmon habitat restoration planning, design, and construction projects that advance tribal objectives for salmon recovery. Projects occur throughout the Skagit River basin and associated estuary and nearshore environments of the Whidbey basin.

### SPECIFIC RESPONSIBILITIES

- Work on a team with other Habitat Restoration program staff to develop and implement scientifically sound habitat restoration projects with guidance from the Habitat Restoration Director. Project types are primarily restoration and related scoping and design work, but may also include strategic planning, data collection and analysis, acquisition/protection, and/or monitoring projects that support habitat restoration efforts.
- Coordinate project development with other SRSC programs and staff from individual member tribes
- Develop and submit grant funding proposals for high priority projects to the Salmon Recovery Funding Board, NOAA Fisheries, the Department of Ecology, Puget Sound Energy, Seattle City Light, and other sources. Manage all grant requirements for funded projects, including reporting, schedule, project budgets, matching funds, etc.
- Coordinate needed data collection and analysis, prepare written reports, and present results of planning efforts to various audiences to support habitat project development.
- Manage design work for construction projects, either with program staff for smaller projects or with private consulting firms for larger projects

- Manage implementation of funded projects. Develop and manage project timelines, budget, staffing, and consultant needs for each project. Ensure projects are completed on schedule and within budget.
- Coordinate and communicate with a broad range of stakeholders, project partners, public agencies, and community members individually and in various public forums as needed for project development.
- Coordinate and attend technical meetings for projects, including design team meetings and others needed for project development.
- Develop permit packages, implement archaeology investigations, and acquire all necessary environmental permits, landowner agreements, and public agency permissions for projects.
- Conduct competitive bid processes, develop contracts and supervise consulting, engineering, and construction subcontractors as needed for project implementation.
- Manage construction activities. Ensure projects remain in compliance with permit, funding, engineering, contract and other applicable requirements.
- Develop as-built materials, final reports, and long-term stewardship plans for completed projects. Conduct post-project monitoring and implement needed stewardship or adaptive management actions. Coordinate public events or field visits as needed.
- Participate in technical meetings and associated work for local watershed councils, restoration project review panels, or other restoration planning processes as assigned by the Habitat Restoration Director.
- Regularly provide project updates and make project or program recommendations to the Habitat Restoration Director. If requested, provide project updates to the SRSC Board or leadership of member tribes.
- Perform other duties and responsibilities that may be assigned by the Habitat Restoration Director.

**Supervision:** The Senior Restoration Ecologist may direct employees, interns, volunteers, temporary employees, or contracted crews as assigned by the Habitat Restoration Director and will be responsible for oversight of contractors, consultants and vendors performing work related to specific projects.

## **QUALIFICATIONS**

**Education:** B.S. degree in environmental science or related field (fisheries, ecology, marine science, geomorphology, environmental engineering etc.) required. M.S. or higher education preferred.

**Experience:** Minimum 5 years working experience in natural resource management, fisheries science or environmental engineering is required. The following additional experience is highly desirable:

- Project management for complex habitat restoration or construction projects.
- Experience writing proposals and managing grant funds
- Experience applying for and ensuring compliance with environmental permits.
- Knowledge of the Skagit River basin, pacific salmon life histories, and salmon habitat restoration techniques.

**Skills and Abilities:** Strong computer skills with MS Office background; strong oral and written communication skills; strong GIS and/or CAD skill set is desirable; knowledge of local watersheds and fish species desirable; sensitivity to the Native American culture, customs and traditions; ability to thrive in a team environment; possession of valid Washington driver's license and ability to comply with the Drug Free Workplace Act.

#### **SALARY AND BENEFITS**

Salary Range \$82,000 to \$103,000 DOQ. SRSC provides employees with competitive benefits including medical/dental insurance coverage and a 401(k) program.