

# Montana Salinity Control Association (MSCA)



## Position Description

**POSITION:** Conservation Specialist

**ACCOUNTABLE TO:** MSCA Program Director

**WAGE/BENEFITS/HOURS:** This is a permanent full-time position starting at \$20 - \$25/hour depending on experience and qualifications. Annual leave, sick leave, and federal holidays are paid at the standard rate according to State regulations. Regular office hours are Monday through Friday, 8:00 a.m. to 5:00 p.m.; however, hours may vary depending on field/event work.

**OVERALL ASPECT OF THE POSITION:** A mix of office and field work and public speaking is required. Some work will be performed outdoors in all weather conditions. The Conservation Specialist position requires ingenuity in the application of techniques where precedents are limited, and objectives and scope are only broadly defined. This person often works independently requiring self-motivation and the ability to resolve technical and operational difficulties. The specialist performs necessary duties and attends other pertinent meetings at the Program Director's discretion.

This person will work to build collaborative, working partnerships and coordinate technical and financial assistance with landowners as well as increase outreach and communication within the community with regard to important natural resource-related issues around the state working with MSCA core partners and stakeholders.

### KEY RESPONSIBILITIES AND ACCOUNTABILITIES:

- Implement conservation assistance programs to landowners. Continually evaluate agricultural needs for incentive based program expansion or new program development to treat salinity.
- Provide technical assistance to landowners and the general public concerning soil and water conservation practices and agriculture related issues while considering a wide range of land and environmental characteristics that apply to each situation.
- Investigate other nonpoint source pollution problems.
- Accurately collect field data. Operate mobile B31 drill rig to install monitoring wells.
- Develop saline seep reclamation plans by evaluating and interpreting soil and ground water data.
- Keep a current inventory of equipment and materials needed for fieldwork.
- Aid in grant applications and associated contract management.
- Assist with research, development of plans for conservation, and demonstration projects.
- Foster and maintain good working relations with Board members, staff, and conservation partners such as federal, state, and local agencies and landowners.

**Performs other duties as assigned.**

### JOB REQUIREMENTS:

**Overview:** This position requires positive customer service with the ability to work well with individuals,

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organizations, agencies, and other entities that interact with MSCA. The Conservation Specialist will be highly organized, able to prioritize quickly and effectively, follow written and oral instruction, manage multiple tasks and projects concurrently, and demonstrate a desire to learn and adapt. This individual will work independently but also be able to work with other team members effectively.

This position is for an innovative thinker with an outgoing, cheerful personality, dedicated to maintaining and building the team. The Conservation Specialist will demonstrate they have the knowledge, skills, willingness, and aptitude necessary to learn and perform the duties including, but not limited to the following:

**General:**

- Ability to work in a cooperative and productive manner under internal supervision.
- Working knowledge of an interdisciplinary approach to natural resource conservation and land use management issues as well as the methods, techniques and principles used to solve these problems.
- Working knowledge of and ability to interpret maps, such as topographic and aerial photos.
- Knowledge of water and soil resource issues. General knowledge of hydrology, groundwater hydrology, geology, soils, water use and current agricultural farming methods.
- Familiarity with geographic information systems (GIS) and stream dynamics and classification.
- Knowledge of local laws, state and federal regulations, and policies related to the management of natural resources.
- Ability to execute technical fieldwork assignments and to provide recommendations to the Program Director.
- Excellent general computer skills, knowledge of database management, spreadsheets, and graphics software to store, retrieve, analyze, and display data.
- Obtain a State of Montana Monitoring Well Constructor License within 1 year of hire.

**Physical capabilities:**

- Possess a valid Montana driver's license with a good driving record.
- Ability to work in both sedentary office work and field activities requiring walking and climbing over rough terrain.
- Ability to exercise a range of safety precautions in fieldwork situations which can involve exposure to potentially dangerous situations or unusual environmental stress.
- Must be able to lift objects 75 - 100 pounds and be physically fit for potentially strenuous fieldwork.
- This position involves occasional travel, evening meetings, and possible weekend duties, at the discretion of the Program Manager and/or Executive Director.

**TO APPLY FOR THIS POSITION:**

Send cover letter and resume to [mtsality@gmail.com](mailto:mtsality@gmail.com). Open until filled.

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