Dear TNC Colleague:

I am writing to let you know about recruitment underway at The Nature Conservancy’s Missouri Chapter for a “Watershed Restoration Specialist” in hopes that you may be able to help identify potential candidates for this excellent opportunity.

The Watershed Restoration Specialist’s primary duty will be to develop and implement on-the-ground stream and river restoration technical design plans using natural channel design (Rosgen) and/or similar state-of-the-art restoration techniques. In addition, s/he will complete assessments of river and stream geomorphology and bank erosion, watershed features affecting stream water quality/quantity and ecological status, impacts of watershed alteration, and habitat connectivity and aquatic organism passage through the removal and/or replacement of stream barriers. The Watershed Restoration Specialist will also prioritize areas for aquatic conservation, write reports, and develop proposal for conservation of priority watersheds located throughout Missouri.

Ideal candidates will have demonstrated experience in design and successful implementation/management of bank stabilization, stream restoration, riparian enhancement, and related aquatic restoration projects with a strong ecological focus. Ideal candidates will also have a graduate degree in hydrology/stream geomorphology, aquatic biology/ecology, or civil engineering and 2 years of experience or equivalent combination of education and experience. This is an excellent growth opportunity for an internal candidate.

I have attached a job description for your consideration and would appreciate your forwarding it to any professional whose experience might qualify him or her for the position. Applicants must apply on-line at www.nature.org/careers (external applicants) or PeopleSoft/Self-Service/Careers (internal applicants) by 11:59 PM Eastern Time on November 2, 2014. To more easily locate the position, enter the job ID number 42475 in the keyword search. Please do not hesitate to contact me with any questions or suggestions.

Thank you for your consideration and assistance.

Sincerely,

Steven J. Herrington, Ph.D.
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### Job Title
Applied Scientist II (ICR)

### Job Family
Science

### Job Number
40006

### Salary Grade
7

### Status
Salaried

### Date
ID#42475; Closes 11:59 PM Eastern Time on November 2, 2014

## SUMMARY
The Watershed Restoration Specialist provides expertise in stream restoration design and implementation, as well as watershed conservation planning, analysis, and project management.

## ESSENTIAL FUNCTIONS
The Watershed Restoration Specialist develops and implements on-the-ground stream and river restoration technical design plans using natural channel design and/or similar state-of-the-art restoration techniques. S/he completes assessments of river and stream geomorphology and bank erosion, watershed features affecting stream water quality/quantity and ecological status, impacts of watershed alteration, and habitat connectivity and aquatic organism passage through the removal and/or replacement of stream barriers. The Watershed Restoration Specialist prioritizes areas for aquatic conservation, writes reports, and develops proposals for conservation of priority watersheds located throughout Missouri.

- Develops and implements technical design plans for bank stabilization, stream restoration, riparian enhancement, and other actions for restoring the geomorphology and ecology of degraded rivers and streams.
- Completes field and laboratory assessments of stream geomorphology, stability, and watershed health.
- Manages and monitors on-the-ground aquatic restoration and enhancement projects.
- Develops regional curve information for stream geomorphology and streambank erosion.
- Develops strategies, conceptual models, and master plans for watershed conservation.
- Assists with the design of stream crossing replacements, wetland ecosystem restoration and enhancement, and projects that reduce the impacts of roads and upland activities to aquatic resources.
- Delivers tools, field services, and training to staff and partners.
- May lead contractors, staff, interns, or volunteers on a project basis.
- Writes proposals and reports, and manages grants and contracts.
- Must work independently in variable weather conditions, at remote locations, in hazardous terrain, and under physically demanding circumstances.

## RESPONSIBILITIES & SCOPE
- Graduate Degree in hydrology/stream geomorphology, aquatic biology/ecology, or civil engineering and 2 years of experience or equivalent combination of education and experience.
- Demonstrated experience in design and successful implementation/management of bank stabilization, stream restoration, riparian enhancement, and related aquatic restoration projects with a strong ecological focus.
- Experience in field and laboratory assessments, analyses, and surveys of stream geomorphology, stability, and watershed health.
- Experience with writing and implementing funding proposals, including management of contracts and work crews, and writing reports.
- Good communication and presentation skills.

## MINIMUM QUALIFICATIONS
- Completion of Rosgen levels 1–4 course or equivalent trainings in natural channel design and/or similar state-of-the-art stream restoration techniques.
- Expertise in stream and/or civil engineering survey techniques and equipment, including total station and advanced GIS/field computer applications.
- Strong knowledge of software for stream restoration design, such as RIVERMorph, HEC-RAS, AutoCAD, and related applications.
- Experience working with diverse partners, including academic, local, state, federal, and non-governmental agencies and organizations.
- Attention to detail and ability to meet deadlines.
- Valid U.S. driver’s license.

## PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE
- Flexibility & Innovation: Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the fact of uncertainty.
- Interpersonal Savvy: Maintains positive working relationships. Contributes to productive partnerships inside and outside the organization. Understands team member roles and values the contributions of others. Effectively deals with conflict.

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The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military or veteran status or other status protected by law.
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