



SHORERIVERS SEEKS RESTORATION TECHNICIAN

ShoreRivers seeks a Restoration Technician to assist in delivering restoration projects that support our efforts to achieve healthy waterways across Maryland's Eastern Shore. This is an early career position for someone interested in ecological restoration design. The ideal candidate would have knowledge of both engineering and the ecology and morphology of the DelMarVa Peninsula. This position offers a competitive benefits package and a base salary starting at \$45,000 increasing for experience and education. Position begins as soon as possible.

The Restoration Technician is part of the Agriculture & Restoration department and reports directly to the Environmental Engineer. This position is open to entry-level and experienced candidates, who would like to work in a dynamic, independent work environment. This position works primarily in-person in the Easton office, with a flexible schedule. Approximately 20% of the position is fieldwork; the candidate must be willing to work outside during inclement weather and in inhospitable environments. This is a full-time, 40-hour a week position. Occasional weekends, evenings, and long days are required. The candidate must live in, or be willing to relocate to, the communities where we work. The candidate must be vaccinated against Covid-19 and provide a copy of their vaccination card.

To apply, send your resume and a one-page cover letter to Lori Ireland, Finance and Human Resources Manager, at lireland@shorerivers.org with "Technician" in the subject line. In your cover letter, please include (1) relevant past education, (2) past experience in relation to the below mentioned responsibilities and skills, and (3) why you are interested in pursuing a career in designing restoration projects.

Applicant names and the names of educational institutions will be redacted in the first round of reviews for equity purposes. Please review the restoration page and videos on our website to see examples of projects that we have completed.

RESPONSIBILITIES

- **Produce construction and permitting drawings and plan sets** using Autocad Civil 3D; create schedules of materials, and develop permit applications.
- **Assist with topographic surveys** in urban, suburban, forested, and agricultural settings using GIS, RTK, and Total Station survey equipment.

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shorerivers.org

- **Conduct analysis and design of urban and agricultural restoration projects**, including hydrologic analysis of watersheds, design of stream restoration projects, wetland design, and sizing of agricultural conservation practices.
- **Manage small restoration projects**, including coordinating with landowners and partners, developing projects from concept through construction in coordination with the environmental engineer, working with permitting agencies, and coordinating with staff to fund projects through grants or state/federal programs.
- **Develop grant proposals**, including estimating costs for project design and construction, producing concept level designs, and developing the scope of new restoration projects.

POSITION REQUIREMENTS AND QUALIFICATIONS

EXPERIENCE & EDUCATION

- Bachelor's degree in civil engineering, environmental science, geography, landscape design or similar scientific/engineering/design field
- 0 to 3+ year's work experience in a relevant field
- Experience with restoration-based design projects such as stream and wetland restoration

REQUIRED SKILLS & ABILITIES

- Excellent written and oral communication skills
- Critical thinking, analysis, and problem solving skills
- Ability to work independently
- Ability to work as a team player and collaborate effectively

OPTIONAL SKILLS & ABILITIES (candidate must be willing to learn these programs/skills or be proficient already)

- Proficiency with Autodesk Civil 3D, ArcGIS Pro, and Hydrology/StormWater Management Analysis packages
- Proficiency with surveying techniques and equipment
- Knowledge of ecological restoration techniques and processes

We are an equal opportunity employer and welcome all applicants. This position uses a wide variety of skills; we encourage you to apply if you think you would be a good fit, even if you don't meet 100% of the qualifications.

ABOUT SHORERIVERS

ShoreRivers seeks to protect and restore Eastern Shore waterways through science-based advocacy, restoration, and education. We have a dedicated staff of Riverkeepers, educators, scientists, restoration specialists, and advocates focused on policies and projects that will improve the health of our rivers. Our staff are a strong, collective voice for Eastern Shore waterways.



ShoreRivers believes that diversity, equity, inclusion, and justice in our staff, board, supporters, and programs is critical to achieving our mission of clean water. We believe that access to waterways fuels environmental stewardship; inclusion of diverse communities is essential to long term success; and diverse representation in our membership, staff, and board makes us stronger.

WORKING AT SHORERIVERS

ShoreRivers offers an energetic and fast-paced work environment with bright, fun coworkers. We cultivate a supportive, regenerative work culture where hard work, innovation, and collaboration are valued; time off and balance are elevated; and teambuilding and professional development are priorities.

BENEFITS

- Medical coverage, with 100% of premiums for the employee covered by ShoreRivers.
- Retirement plan, with ShoreRivers matching up to 3% of an employee's salary.
- 15 paid days off during the first two years of employment; 25 paid days off for employment over two years.
- 11 paid federal holidays, plus the week off between Christmas Eve and New Year's Day. (17 paid holidays total)
- 5 weeks paid parental leave; option to add 7 weeks unpaid.
- Professional development opportunities.

