



Job Announcement: Restoration Crew Coordinator

Posting Date: August 14, 2026

Closing Date: Open until filled; First review begins August 28, 2026

Position Title: Restoration Crew Coordinator
Supervised by: Riparian Restoration Manager
Supervises: None
Classification: Regular Full-Time, Non-Exempt (hourly)
Work Schedule: Generally works four 10 hour days (Monday through Thursday)
Wage Range: \$23.47-\$28.87/hour
Benefits: Sick, Vacation, Holidays, Health Insurance, Dental Insurance and SIMPLE IRA

POSITION SUMMARY:

The Restoration Crew Coordinator performs manual labor and organizational tasks to implement habitat restoration projects throughout the Skagit and Samish Watersheds, northern Whidbey Island, and the San Juan Islands. The Crew Coordinator is responsible for implementing the daily workplan and adapting the plan to meet program goals and changing conditions. To accomplish this, the Crew Coordinator leads and oversees work performed by a team of 2-6 restoration technicians. Work activities are geared towards the three main phases of riparian restoration: site preparation, native plant planting, and maintenance of previously planted sites. In addition to leading and carrying out field work, the Crew Coordinator works with the Restoration Project Managers to schedule SFEG technicians, WCC crew, or other contract crews. The Crew Coordinator is responsible for keeping daily records of these work activities and assisting with administrative tasks to support the Riparian Restoration program. This position is expected to spend roughly 25% of the time in the office (one day per week) and 75% of the time in the field.

MAJOR DUTIES AND RESPONSIBILITIES:

Salmon Habitat Restoration

Estimated 75% of time

- Works to implement habitat enhancement activities according to specifications and plans provided by the Riparian Restoration Manager and other Project Managers. Implementation activities include, but are not limited to, planting native vegetation, riparian site maintenance, constructing and repairing fences, and maintaining native plants in nursery setting.
- Leads Restoration Technicians by providing leadership during day-to-day work activities. Trains and oversees new and seasonal technicians, interns, and/or WSC members in field work.
- Communicates field conditions and needs to Managers and crews as appropriate.
- Works with Managers and crews to mobilize equipment and materials required to complete restoration work.
- Leads crews performing site maintenance activities using Integrated Vegetation Management techniques to control invasive species at riparian planting sites including mowing, weed whacking, mulching and herbicide application.

- Oversees the application of herbicides according to Washington State law as a licensed commercial herbicide operator. Maintains herbicide application records and submits them to the SFEG herbicide applicator.
- Provides on the job training to crews at the beginning of each seasonal phase of riparian restoration to ensure expectations are understood.
- Performs QA/QC of field work for SFEG technicians and contract crews and communicates feedback as needed to ensure projects are completed as desired.
- Participates as needed in site visits with other staff and landowners to assist with planning or adaptive management of restoration plans.
- Ensures work site safety by making sure SFEG's Accident Prevention Manual is followed for restoration work.
- Oversee safe operation of SFEG's vehicles by tracking and scheduling regular maintenance and repairs.
- Oversee maintenance, repair and inventory of tools and equipment in shop.
- Safely operates mechanized equipment including skid steer, small tractor and similar items to maintain riparian restoration sites.
- May assist with construction monitoring, including installing erosion control structures and other BMP's to reduce impact to waterways during construction activities.
- Conduct culvert and habitat surveys according to WDFW protocols
- Participate in juvenile fish seining and fish removal related to habitat restoration projects

Organizational Support and Collaboration

Estimated 25% of time

- Ensures GIS herbicide and riparian databases are kept up to date through entering data on a regular basis.
- Ensures daily logs for riparian restoration activities are kept and shared with Project Managers weekly.
- Schedules restoration crew activities 2-6 months in advance and adjusts schedule weekly (and sometimes daily) according to changing conditions.
- Assists with communicating work plans to landowners.
- Assists with administrative tasks to support the Riparian Restoration program such as ensuring all necessary agreements, permits and other compliance issues are completed for field work
- Assists with completing progress reporting requirements for grants related to job description.
- Provides input during the hiring process for new restoration crew members.
- As a representative of SFEG, builds working relationships with landowners and volunteers; supports volunteer work parties and events
- Attend staff meetings and retreats
- Collaborate with others to tell SFEG's story to the community
- Performs other related duties as assigned.

REQUIRED EDUCATION, EXPERIENCE AND TRAINING FOR POSITION:

- An associate's degree in biological sciences, environmental sciences, natural resources, or related field. (Experience may substitute for education)
- At least three years of experience working in the natural resources/habitat restoration field required or similar field.

- At least one year of experience leading restoration crew members

REQUIRED SKILLS/KNOWLEDGE/ABILITIES FOR POSITION:

- Knowledge and skills related to native plant identification and revegetation techniques.
- Knowledge and skills related to habitat restoration and salmon habitat needs.
- Clear and respectful communication style.
- Ability to safely operate hand and power tools such as weed eaters, chainsaws, power auger, small tractors, high-weed mower.
- Ability to train field crews how to correctly and safely perform field tasks and provide constructive feedback.
- Comfortable working around heavy equipment such as excavators.
- Comfortable working around water and in the safety associated with the use of small boats.
- Ability to operate four-wheel drive truck and trailer.
- Willing to apply herbicide and maintain a commercial herbicide applicators license in good standing.
- Experience using field survey equipment such as auto levels, compass, densiometer, clinometers, GPS, etc.
- Experience with computers and ability to use Microsoft Office, Google Suite, and GIS software.
- Proficient in communicating effectively both in verbal and written format with a diversity of stakeholders
- Ability and willingness to work as part of a team while maintaining a positive attitude.
- Ability and willingness to follow direction, take initiative, and give clear directions to restoration crew..
- Good organizational skills balanced by the ability to adjust plans according to unforeseen circumstances.
- Must be able to provide own transportation when SFEG vehicles are not available. Approved mileage will be reimbursed.

REQUIRED LICENSES OR CERTIFICATIONS:

- Must have and maintain throughout employment a valid Washington State Driver's License
- CPR and First Aid Certified; if current certification is lacking, must demonstrate ability to obtain certification within 6 months of employment.
- Must have or obtain Washington State herbicide commercial operator's license; if current license is lacking, must demonstrate ability to obtain license within 6 months of employment
- As per SFEG's personnel policies, SFEG will conduct a background check on any volunteers or employees who will work with children and other vulnerable populations

PHYSICAL REQUIREMENTS *(The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.):*

- Must be able to lift 60 lbs. into and out of trucks
- Walk up to 3 miles over steep or uneven terrain
- Operate a brush cutter or backpack sprayer for 6-8 hours per day
- Able to perform physically demanding work, outdoors, at remote locations, on difficult and hazardous terrain in all types of weather

- Frequently required to work in or cross streams and rivers with calm to moderate currents and depths of up to several feet

DESIRED SKILLS/KNOWLEDGE/ABILITIES FOR POSITION:

The following qualifications are preferred/helpful for an employee who has these skills/knowledge or abilities for this position.

- Training or college coursework in biological sciences, environmental sciences, natural resources, or related field
- Familiarity with ESRI ArcGIS Suite
- Training related to field crew leadership and team building

Application Instructions:

To apply for this position, please submit: a letter of interest, resume, and a list of three professional reference contacts.

E-MAIL application materials as **one pdf** document to: astudley@skagitfisheries.org and cc: to rrising@skagitfisheries.org

Subject Line: Crew Coordinator Position

This position is open until filled. The first review of applications will begin August 28, 2026

For more information, please visit www.skagitfisheries.org
or contact Rebecca Rising 360-770-5677 or rrising@skagitfisheries.org

SFEG provides equal opportunity for employees and applicants without regard to race, color, religion, national origin, gender, age, sexual orientation, sensory, physical or mental disability, veteran status, protected genetic information or any other status protected under state or federal law. SFEG's policy regarding equal opportunity applies to all aspects of employment, including, but not limited to, hiring, job assignments, promotions, working conditions, benefits, wage and salary, disciplinary action, termination.