



## **Job Opening**

Ecological Restoration Specialist

**Posted 11/7/18**

**This requisition will remain open until filled; however, first consideration will be given to those applicants that apply within the first 14 days.**

The Department of Fish & Game works to preserve the state's natural resources and people's right to conservation of those resources, as protected by Article 97 of the Massachusetts Constitution. To carry out this mission, the Department exercises responsibility over the Commonwealth's marine and freshwater habitats that support them.

The Division of Ecological Restoration is charged with restoring and protecting the health and integrity of the Commonwealth's rivers, wetlands, and watersheds for the benefit of people and the environment. This mission is critical to the success of the Department of Fish and Game that manages, protects, and restores the natural resources of the Commonwealth.

The Division of Ecological Restoration works with community-based partners to restore aquatic ecosystems. The Division's ecological restoration work brings clean water, recreation opportunities, and other ecosystem services to the citizens of Massachusetts.

The Department of Fish and Game, Division of Ecological Restoration is accepting resumes and applications for the position of Ecological Restoration Specialist (Environmental Analyst II).

**A cover letter and resume must be submitted as part of the application process and attached "as relevant" to the requisition.**

### GENERAL STATEMENT OF DUTIES AND RESPONSIBILITIES

The Environmental Analyst II / Ecological Restoration Specialist serves as an ecological restoration project manager with emphasis on wetland and stream restoration in DER's Cranberry Bog Restoration Program. The Ecological Restoration Specialist also provides programmatic support for the Cranberry Bog Restoration Program, such as field data collection, assistance with project evaluation, and development of GIS-based tools. This position performs duties in support of DER operations, including monitoring, training, and outreach to partners and stakeholders.

### DETAILED STATEMENT OF DUTIES AND RESPONSIBILITIES

1. Manage assigned ecological restoration projects. Work will be focused on wetland and stream restoration on retired/abandoned cranberry farmland, but may grow over time to include dam removals and other types of freshwater wetland restoration.
  - Provide project management support, including forming and maintaining teams, developing and maintaining project plans and budgets, communicating progress, securing

- technical services, obtaining funding (including federal grants and corporate donations), developing public support, coordinating inter-agency activities and deliberations, complying with regulatory requirements, supporting the project through the construction phase, conducting monitoring, and facilitating public outreach & education.
- Manage technical service and grant contracts and ensure successful contractor/grantee performance of scopes of work and production of quality deliverables.
  - Maintain organized and up-to-date digital and paper files, including project budgets and DER project database, and report on projects as needed.
2. Provide programmatic support to DER's Cranberry Bog Restoration Program.
- Perform field data collection, and manage data in useable, accessible, and organized form.
  - Assist with potential project evaluation in coordination with Division staff and other partners.
  - Provide GIS-support to the Cranberry Bog Program, including development and maintenance of GIS-based project screening tool.
  - Provide general programmatic support, including fundraising assistance, outreach, and technical and administrative tasks.
3. Perform duties in support of DER operations
- Provide information as requested to support Division outreach such as project marketing tools, newsletters, brochures, website content, and program reports.
  - Provide information requested to support budget and program development.
  - Conduct training and participate in other outreach and education activities related to ecological restoration.
  - Participate in general inter-agency coordination and policy activities.
  - Represent the program in public forums and present at professional conferences.

**PREFERRED QUALIFICATIONS:**

- A Master's degree in environmental science, ecology, natural resources, or a related field.
- Three or more years of professional experience in wetland, river and/or other aquatic ecosystem restoration, wetland and river ecology, hydrology, and/or fluvial geomorphology.
- Knowledge and understanding of wetland and stream ecology, restoration ecology, and/or general environmental issues.
- Holistic understanding of ecosystems, including the role of ecological processes, structure, function, connectivity, and disturbance.
- Multi-disciplinary experience with a range of environmental issues.
- Experience reviewing project plans, working as part of project teams, preparing and managing budgets, developing grant proposals; developing public support, preparing scopes of work, and managing consultant contracts.
- Knowledge of environmental permitting for ecological restoration at local, state, and federal levels.
- Experience with monitoring and data collection, analysis, and reporting for parameters in aquatic environments.
- Ability to interpret, review, and comment on scientific and technical documents.
- Excellent writing skills with a demonstrated ability to communicate efficiently and effectively.

- Strong inter-personal and verbal communication skills, including ability to listen, demonstrate empathy, motivate, lead, negotiate, and maintain a friendly, positive rapport with colleagues and the public.
- Ability to work effectively in a collaborative team environment on multiple tasks with varying deadlines.
- Ability to work independently and with self-initiative, and to exercise sound judgment and discretion.
- Exceptional troubleshooting and problem solving skills.
- Experience and full competency with MS Office, including Word and Excel. Excellent all-around computer skills including data management and use of GIS software (ArcMap 10.x) as well as GPS hardware and software.
- Ability to travel statewide and to participate in occasional evening and weekend site visits and meetings.

### LICENSE AND/OR CERTIFICATION REQUIREMENTS

Possession of a current and valid Class D motor vehicle operator's license.

### **Qualifications**

**First consideration will be given to those applicants that apply within the first 14 days.**

#### MINIMUM ENTRANCE REQUIREMENTS:

Applicants must have at least (A) three years of full-time, or equivalent part-time, technical or professional experience in the field of environmental science, biology, chemistry, earth science, environmental health, meteorology, natural science, toxicology or public health, of which (B) at least one year must have been in a professional capacity, or (C) any equivalent combination of the required experience and the following substitutions.

#### Substitutions:

I. An Associate's degree with a major in the field of environmental science, biology, chemistry, earth science, environmental health, meteorology, natural science, toxicology or public health may be substituted for a maximum of one year of the required (A) experience.\*

II. A Bachelor's degree with a major in the field of environmental science, biology, chemistry, earth science, environmental health, meteorology, natural science, toxicology or public health may be substituted for a maximum of two years of the required (A) experience.\*

III. A Graduate degree with a major in environmental science, biology, chemistry, earth science, environmental health, meteorology, natural science, toxicology or public health may be substituted for the required experience.\*

\*Education toward such a degree will be prorated on the basis of the proportion of the requirements actually completed.

**An Equal Opportunity / Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.**

**Official Title:** Environmental Analyst II

**Primary Location:** United States-Massachusetts-Boston - 251 Causeway Street

**Job:** Science

**Agency:** Department of Fish And Game

**Schedule:** Full-time

**Shift:** Day

**Job Posting:** Nov 7, 2018, 9:39:08 AM

**Number of Openings:** 1

**Salary:** 55,339.96 - 80,327.52 Yearly

If you have Diversity, Affirmative Action or Equal Employment Opportunity questions or need a Reasonable Accommodation, please contact Diversity Officer / ADA Coordinator: Johanna Zabriskie - 617-626-1599

Bargaining Unit: 09-MOSES - Engineers/Scientists

Confidential: No

**Apply Online**

at [https://massanf.taleo.net/careersection/ex/jobdetail.ftl?job=1800078U&tz=GMT-05%3A00&tzname=America%2FNew\\_York](https://massanf.taleo.net/careersection/ex/jobdetail.ftl?job=1800078U&tz=GMT-05%3A00&tzname=America%2FNew_York)