
NATURAL RESOURCES TECHNICIAN

DEFINITION

Under general supervision, performs a variety of resource management tasks in natural resource preservation, restoration, conservation, and resource enhancement; surveys field sites for flora, fauna, and other wildlife; maintains up-to-date GIS inventories of natural and cultural resources on Authority properties; controls invasive species and performs invasive pest management activities; coordinates with other Authority field staff, outside agencies, and agricultural tenants in regard to habitat protection and land management programs; responds to requests and inquiries from the public and provides visitor information as necessary; and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Resource Management Program Manager. Exercises no direct supervision over staff. May provide technical and functional direction to assigned seasonal staff and/or volunteers.

CLASS CHARACTERISTICS

This is a technician classification performing a wide variety of natural resource management tasks involving resource restoration and conservation, invasive species and pest management, and the collection of field data. Incumbents serve to relieve the Resource Management Program Manager of performing technical detail work and are expected to function with little direct oversight. Successful performance of the work requires the frequent use of tact, discretion, and independent judgement, knowledge of Authority activities and program goals. This class is distinguished from other technical classes by the nature, scope, complexity, and diversity of responsibilities involved in the natural resources function.

EXAMPLES OF TYPICAL JOB FUNCTIONS *(Illustrative Only)*

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the typical job functions.

- Conducts resource inventories and assessments to identify and prioritize opportunities and need for environmental restoration and habitat enhancement on Authority properties.
- Performs tasks related to native plant restoration and management; researches and recommends invasive plant management activities and restoration projects; conducts invasive species removal, herbicide application, vegetation removal, mapping, monitoring, data review, and implements the Authority's Integrated Pest Management policy and program.
- Performs ecosystem restoration and enhancements; identifies habitat concerns and shares information with appropriate staff; performs habitat creation and seed collection; maintains wildlife cameras, grazing program infrastructure, and performs spring development; participates in data collection projects; and assists California Department of Fish and Wildlife (CDFW) wardens with resource rehabilitation.

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- Provides technical support to the fuels management plan; performs fire suppression and prevention work including clearing fire breaks, designating routes for fire access, and identifying ecological concerns for fire suppression.
- Oversees volunteers, seasonal workers, and/or other groups on assigned projects; inspects work to ensure quality control, proper use of equipment, and safety of participants.
- Assists in performing trail and road maintenance and construction duties, including trail brushing, clearing downed trees, erosion control, and tread restoration; maintains and constructs drainage systems, trail bridges, culverts, fences, signs, troughs, and gates.
- Surveys field sites for flora, fauna, and other wildlife; locates, identifies, monitors, and provides reports on rare plant species in compliance with Authority, local, state, and federal regulations; utilizes GIS mapping to perform record keeping and geographic analysis; maintains accurate logs, reports, and records of work performed and materials and equipment used.
- Operates and maintains a variety of mechanical and power tools and equipment such as chain saws, drills, brush cutters, power augers, tractor loaders, welder, all-terrain vehicles, woodchipper, and various hand tools required for construction, carpentry, plumbing, welding, and maintenance duties performed.
- Assists with the preparation of solicitations to provide materials and services; facilitates pre-proposal meetings and participates in the evaluation of submittals; drafts and reviews terms and conditions of agreements.
- Serves as liaison with partner agencies and organizations, ranching and farming tenants, and consultants.
- Assists with preparation of regulatory permit applications required for resource management programs and serves as technical support to other Authority staff regarding permit applications for planning, capital improvement, and maintenance projects.
- Provides visitor interpretive services, including providing information, directions, and assistance to the public in a variety of situations; explaining Authority history, programs, and projects; and making presentations and providing tours of lands and facilities as requested.
- Observes safe work methods and makes appropriate use of related safety equipment as required.
- Provides professional staff assistance to management staff; participates and provides staff support to a variety of interdisciplinary committees and boards; provides input and support to public affairs with media related to natural resources; research, prepares, and presents comprehensive staff, technical, fiscal, and administrative reports, and other correspondence as appropriate and necessary.
- Attends meetings, conferences, workshops, and training sessions; stays abreast of new trends and innovations in the field of resource management as it relates to area of assignment; prepares reports of changes to management and provides recommendations on implementation and impact of changes.
- Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Basic principles and practices of natural resources management, including restoration planning and implementation.
- Flora, fauna, geology, native habitats, and natural systems of California, specifically those found in Santa Clara County.
- Methods and techniques of resource protection and restoration.
- Methods and techniques of research, analysis, and report preparation.

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- Procedures used in conducting and documenting field observations and monitoring programs.
- Principles and practices of volunteer supervision, including work planning, assignment, and the training of volunteers in work procedures.
- Applicable Federal, State, and local laws and codes including CEQA and NEPA, and environmental regulation, permit requirements and agency approvals for work conducted in sensitive habitats including wetlands, lake and riparian environments, endangered and threatened species habitats.
- The operation and minor maintenance of a variety of hand and power tools and light to medium equipment.
- Occupational hazards and safety equipment and practices related to the work, including the handling of hazardous chemicals.
- Principles and procedures of record keeping and reporting.
- Safe driving rules and practices; on and off road.
- Principles and techniques for working with groups and fostering effective team interaction to ensure teamwork is conducted smoothly.
- Techniques for providing a high level of customer service by effectively interacting with staff, representatives of outside organizations, and members of the public, including individuals of diverse socioeconomic, ethnic, religious, and cultural backgrounds, physical ability, and sexual orientation.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs (e.g., Microsoft software packages) to conduct, compile, and/or generate documentation.

Ability to:

- Implement mitigation, monitoring, and vegetative management programs, including the use of prescribed burning, grazing, mowing, herbicides, and manual control.
- Perform basic construction, modification, maintenance, and repair work with accuracy, speed, and general supervision.
- Interpret resource management programs to the general public; identify and respond to issues and concerns of the public, other Authority staff, and other boards and commissions.
- Assess the status of natural resources through field observations, monitor changes in natural resource conditions, determine causes, and develop recommendations, as necessary.
- Identify and survey local common and rare plants and wildlife species of Central California Coast.
- Train volunteers in proper and safe work procedures and apply safe work techniques in a variety of situations.
- Safely and effectively use and operate hand tools, mechanical equipment, power tools, and light equipment required for the work; perform routine equipment maintenance.
- Read and understand technical drawings and specifications.
- Maintain accurate logs, records, and basic written reports of work performed.
- Understand and follow oral and written instructions.
- Make accurate arithmetic calculations.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Demonstrate sensitivity to and understanding of the diverse socioeconomic, cultural, physical ability, and ethnic backgrounds of individuals encountered in the execution of Authority services and mission.

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- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to graduation from an accredited four-year college or university with major coursework in natural resource management, environmental resources, biological sciences, environmental studies, or a closely related field, and one (1) year of experience in maintenance and/or evaluation, survey, or monitoring of parks, open spaces, and/or related facilities.

Licenses and Certifications:

- Possession of, or ability to obtain, a valid California Driver's License.
- Possession of, or ability to obtain, Standard First Aid and Cardiopulmonary Resuscitation (CPR) certification within six (6) months of employment.
- Possession of, or ability to obtain, Chainsaw Operator Certification.
- Possession of, or ability to obtain, 4 Wheel Drive and ATV Safety Certification.
- Possession of, or ability to obtain, Qualified Applicator Certificate (QAC) issued by the California Department of Pesticide Regulation.

PHYSICAL DEMANDS

Must possess mobility to work in the field; strength, stamina, and mobility to perform medium to heavy physical work, to work in confined spaces and around machines, to climb and descend ladders, to operate varied hand and power tools and construction equipment, and to operate a motor vehicle and visit various Authority sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift and carry materials and objects weighing up to 60 pounds and must possess the ability to push and pull objects weighing up to 100 pounds, with the use of proper equipment.

ENVIRONMENTAL ELEMENTS

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, hazardous physical substances and fumes, and poison oak. May involve exposure to wild and/or

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dangerous animals. Employees may interact with staff and/or public and private representatives on sensitive matters in interpreting and enforcing Authority policies and procedures.

WORKING CONDITIONS

May be required to work evenings, weekends, and holidays. Must wear prescribed Authority uniform and adhere to strict safety procedures and work habits. Depending on the exposure, employee is required to wear head, hearing, eye, foot, face, hand, and full protection equipment.

EFFECTIVE: September 2021

REVISED: N/A

FLSA: Non-Exempt

FORM 700: No