



1221 Farmers Lane, Suite F
Santa Rosa, CA 95405

707.569.1448
www.SonomaRCD.org

Job Opportunity: Engineer

Employer: Sonoma Resource Conservation District

Work Location: Main office in Santa Rosa, Sonoma County, California, with option for partial remote work; field work throughout Sonoma and Marin Counties.

Status: Non-Exempt/0.8-1.0 FTE (32-40 hours/week) including some evening and weekend hours.

Compensation: Starting pay rate \$41.74/hour-\$52.88/hour, depending on experience

Posting Date: September 17, 2021

Estimated Start: early December 2021 or January 2022

Organizational Background

Resource Conservation Districts (RCDs) are non-regulatory, local government entities organized under state law and public resource agencies with no enforcement or regulatory function empowered to manage soil, water, fish and wildlife resources for conservation. In existence since the 1940s, RCDs are local grassroots conservation delivery systems that identify local conservation problems and guide solutions on a voluntary basis. The RCDs are almost exclusively grant and contract funded with a small amount of local property tax leveraged into millions of dollars each year. RCDs have staff with expertise in a wide variety of natural resource and agricultural disciplines, education and outreach, policy, and fundraising, and are governed by Boards of Directors that are local landowners.

The Engineer plays the unique role of performing conservation work for the three RCDs located in Sonoma and Marin counties: Sonoma RCD (sonomarcd.org), Gold Ridge RCD (www.goldridgercd.org), and Marin RCD (www.marinrcd.org). The Engineer will work on conservation projects across a variety of land uses, including vineyard, orchard, dairy and livestock operations, within these districts but will be an employee of Sonoma RCD and will be based in Santa Rosa, California. They will also perform work for the local office of the Natural Resources Conservation Service, a key partner of the RCDs.

Position Summary

The Engineer position offers an exciting opportunity to apply engineering and project management skills to meaningful and impactful conservation work in some of California's most beautiful landscapes. They will work among a dynamic team of professionals, including one other licensed civil engineer, certified professionals in planning, certified professionals in erosion and sediment control (CPESC), a registered professional forester, biologists, a geomorphologist, and other administrative and natural resource professionals. The individual will work on a variety of projects in pursuit of multiple resource goals such as water quality, drought and fire resilience, soil health, and climate-beneficial farming. They will act both as lead staff on their own managed projects and as an internal consultant, providing advice, feedback, and engineering support to other staff.

Essential Functions

- Oversee and/or prepare plans, technical specifications, procurement and contracting specifications, general requirements, and cost estimates for conservation projects.
- Review plans for constructability, permitability and compliance with environmental laws.
- Plan and perform engineering research; collect field data; review and prepare hydrology and hydraulics

reports.

- Prepare regulatory permit applications, oversee the permit process and ensure permit compliance.
- Manage construction projects, including preparing pre-bid project manuals, leading bid tours, contract establishment and administration, processing change orders, and construction inspections.
- Provide conservation technical assistance to landowners, partners, and coworkers.
- Prepare and track project budgets, and periodically report on project status to funders.
- Actively participate with each RCD's team to plan for upcoming projects and strategize for and develop potential future projects. Serve in advisory role to aid other staff in reaching successful project development and implementation outcomes.
- Represent the RCDs at various meetings and on Technical Advisory Committees to provide input on regional and watershed-scale conservation efforts.
- Network effectively and enthusiastically with landowners and partner organizations, including public speaking.
- Works with other staff as needed to research, write, and submit grant proposals and Fee for Service Agreements.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Required Qualifications

- Licensed as a Professional Civil Engineer in the State of California with good standing.
- Bachelor's degree from an ABET accredited college or university in civil engineering or related field.
- Experience in environmental restoration and/or agricultural engineering, including construction oversight.
- Strong project management, problem-solving, and decision-making skills.
- Demonstrated knowledge of:
 - Civil engineering principles, practices and methods of planning, design, construction and maintenance of agriculture and resource-related projects;
 - The strengths, properties and uses of construction materials;
 - Basic structural engineering principals for simple slab, foundation, and retaining wall design;
 - Rural road design principles;
 - Hydrology and hydraulics principles;
 - Principles, practices, and methods of design for water conveyance and storage systems;
 - Environmental review process including CEQA and NEPA requirements;
 - County and municipal government agency policies and procedures;
 - Contract administration methods and procedures;
 - Effective report writing requirements and techniques.
- Proficiency in AutoCAD, ArcGIS, HEC RAS, and MS Office.
- Experience working with private landowners.
- Ability to communicate effectively in English, both verbally and in written form, sufficient to convey information and instructions to the public, colleagues, and Board members.
- Ability to work effectively with a diverse range of people, establishing cooperative working relationships.
- Flexible hours required, including some weekday nights and weekends, to attend community events, meetings, and conferences.

- Must be at least 18 years of age at the time of employment.
- A valid driver’s license, vehicle, and proof of auto insurance is required at the time of hire.

Work Environment

Work is performed in an indoor/outdoor setting to include:

- Field settings that include various terrains, dense vegetation (with possible exposure poison oak, ticks, and mosquitos), and hot, cold, and wet conditions.
- A professional office environment that includes operation of standard office equipment such as computers, phones, copiers, calculators, and filing cabinets.

Physical Requirements

Ability to frequently remain in a stationary position; operate a computer and other standard office equipment; visual capacity to review and edit documents; converse by telephone and in person. Frequent bending, lifting up to 30 lbs., and grasping. Ability to work on rugged or uneven terrain in all weather conditions. Driving required for local travel.

Compensation/Benefits

The starting pay rate for this position is \$41.74/hour-\$52.88/hour, depending on experience. Benefits for this position include 100% employee medical coverage; dental and vision insurance with minimal employee contributions; employer-paid life insurance; a SIMPLE IRA retirement plan with 3% employer match; paid time off and holiday leave; and an employee assistance program.

How to Apply

Please submit cover letter, resume, and three references to vminton@sonomarc.org with the title “Engineer” in the subject line. Review of applications will begin on October 25, 2021 and continue until the position is filled. To be considered in the first round of application review, **applications must be received no later than 5:00 PM Pacific Standard Time on October 24, 2021. No phone calls please.**

Sonoma Resource Conservation District is an equal opportunity employer. Employment is based on qualifications and competency. We prohibit discrimination based on race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, age, sexual orientation, veteran and/or military status, and any other status protected by state or federal law.