



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.

Starting Compensation: \$52.89/hour-\$60.35/hour, depending on experience

Posting Date: January 8, 2025

Estimated Start: March 2025

Organizational Background

The Sonoma RCD (RCD) is a non-regulatory, local government entity 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 RCD covers 85% of Sonoma County and includes portions of the Russian River, Petaluma River, Sonoma Creek, Stemple Creek, and Gualala River Watersheds.

The RCD has a budget of \$4.0MM and is almost exclusively grant and contract funded. Our mission is carried out by a governing board of seven directors (Board) and an interdisciplinary team of 17 professionals through four programs: LandSmart[®] Planning, Water Resources, On-the-Ground, and Education. For more information visit our website at www.sonomarcd.org

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), as well performing work for the local office of the Natural Resources Conservation Service (NRCS), a key partner of the RCDs. 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.

Justice, Equity, Diversity, and Inclusion

The RCD is committed to incorporating justice, equity, diversity, and inclusion to evaluate, enhance, and expand our programming, deepen our connections with community partners, and strive to better serve our entire District. We recognize the importance of working to build and sustain an inclusive and equitable culture within our organization to effectively serve our District, improve access to economic opportunity, and create landscape-scale resilience for our current and future generations. We strive to ensure that water, soil, working lands, and wildlife habitats are conserved for all as we promote collaboration, employ innovative solutions based on science, respect our diverse communities and their connections to land, and empower members of our community to be active stewards of our natural and cultural resources.

Position Summary

Reporting to the Executive Director, 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, a registered professional forester, biologists, 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.
- Oversee construction projects, including preparing pre-bid project manuals and bid packages, leading or supporting bid tours, contract establishment and administration, reviewing submittals, processing change orders, and leading 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 team to plan for upcoming projects and strategize for and develop potential future projects. Serve in an advisory role to aid other staff in reaching successful project development and implementation outcomes.
- Represent the RCD 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 and contract proposals.

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, Knowledge, and Abilities

- 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 a related field.
- At least eight (8) years of 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, 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.

Desired But Not Required Qualifications, Knowledge, and Abilities

- Experience working under state and federal grants, including budget management and reporting.
- Experience with CA Department of Industrial Relations prevailing wage requirements for contractors.
- Experience working with production agriculture including dairy and rangeland agricultural systems.
- Ability to communicate effectively in Spanish, both verbally and in written form, sufficient to convey information and instructions to the public.

Work Environment

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

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

Physical Requirements

Work in the field requires prolonged standing, walking long distances across rugged or uneven terrain in all weather conditions, climbing, jumping, stooping, kneeling, crouching, crawling, and recurring bending, lifting, reaching, and carrying of items weighing up to 30 pounds. Changes in lighting such as alternating bright sunlight and dark shade are encountered. Noise levels constantly vary.

Work in the office requires frequently remaining in a stationary position, operating a computer and other standard office equipment, and conversing by telephone and in person. Work in the field and in the office requires near and far visual acuity for expansive reading, computer operation, editing of documents, map interpretation, and data collection. Driving is required for local travel.

Compensation/Benefits

The starting compensation for this position is \$52.89-\$60.35 per hour, depending on experience. Benefits for this position include employer-sponsored medical, dental, and vision insurance (100% coverage for employee; dependent coverage available at 100% cost to the employee); \$50,000 employer-sponsored life insurance policy; a 401(a) retirement plan with a non-matching employer contribution of 5.00% and the option to make voluntary pre-

tax contributions into a 457(b) plan; paid time off and holiday leave; and an employee assistance program. **No relocation assistance will be provided.**

How to Apply

We encourage individuals who believe they have the skills necessary to thrive in this role to apply, even if they do not meet all the qualifications outlined. Please submit cover letter, resume, and three professional (3) references in one PDF document to hr@sonomarcd.org with the title "Engineer" in the subject line. Review of applications will begin on February 14th, 2025, 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 February 13th, 2025. No phone calls please.**

The RCD is an equal opportunity employer where all aspects of employment are based on competence, merit, and performance. 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.