

## **AQUATIC MONITORING CREW LEAD**

### **OVERVIEW**

The Institute for Natural Resources (INR) in Portland, OR, an independent research institute, is partnering with the Bureau of Land Management (BLM) to implement its Aquatic Assessment, Inventory, and Monitoring (AIM) strategy, targeted at collecting standardized data from streams across BLM Districts in the western U.S. INR is hiring multiple positions to conduct this work for the Aquatic AIM Program. Potential candidates looking to assist in this effort with INR and the BLM will work helping assess the health of BLM lands on crews consisting of one crew lead and one field technician working or one crew leader, one technician, and one botanist based in Portland, OR and working in CA or OR.

The work will focus on wadeable streams and rivers ranging from a few inches deep to fast-flowing small rivers across Oregon/Washington and California. Crews will collect aquatic data following the AIM National Aquatic Monitoring Framework: Field Protocol for Wadeable Lotic Systems (TR 1735-2) to assess the surface water hydrology and geomorphic conditions for the 2025 field season, as well as other on the ground restoration and monitoring work.

Due to the work stretching across the west, crews will have different start dates and locations where they will be based throughout the field season. Training will occur in mid-April for California and early June for Oregon. There is some flexibility in where crew members are based. Locations and desired positions are below:

#### **Dates and Locations:**

- Oregon, based in Portland, OR, June - October. 2 Leads
- California, based in Portland, OR, April - September. 1 Lead

As part of an AIM crew, the work is entirely field-based and requires camping in typically isolated areas with few amenities in the surrounding area. During fieldwork, crews work a 10-hour-a-day hitch-based schedule with 8 days (Wed-Wed) on and 6 days off, working in all kinds of weather. Crews must be prepared for conditions such as extreme heat, sun exposure, long hours in the vehicle, nearby wildfires, smoke, driving on rough gravel and 4x4 trails, carrying 40-50lbs packs over steep and uneven terrain, and encounters with wildlife. INR provides Crews with a two-burner stove, propane, table, sampling gear, and other crew essentials. Crew members are responsible for arranging their housing in between hitches and their camping equipment.

All positions will have the opportunity to conduct sampling in vast and unique habitats with a history of wildfires, settlers, and indigenous people. Crews will also gain experience learning a protocol implemented across the Western U.S., identifying plant and animal species native and invasive to the location, and monitoring surface water hydrology and its geomorphic features during the fieldwork in remote landscapes. The crew lead role acts as the field supervisor, taking part in hitch planning and

preparation, monitoring tasks, as well as gaining experience leading 2/3-person crews, managing their gear, and working with stakeholders within the BLM, INR, and other organizations.

### **CREW LEAD POSITIONS REQUIRE THE FOLLOWING:**

- **All Crew members are encouraged to be vaccinated against Covid 19 (<https://www.pdx.edu/covid-19-response/vaccinations> for more information)**
- A Bachelor's Degree or higher in Aquatic Ecology, Fisheries, Hydrology, Water Resources, or a related subject.
- A minimum of one full year or two full seasons of fish, macroinvertebrate, hydrology, or water quality field data collection. Postgraduate education can be used to satisfy work requirements.
- Experience supervising technicians, volunteers, or undergraduate students. Leadership in a volunteer or community organization, or the military, can satisfy this requirement.
- Experience managing gear and equipment for a crew, lab class, team, or other organizational units.
- Experience following established field protocols to conduct sampling and field data collection on new and existing monitoring sites.
- Experience with Microsoft Office (Excel, Access)
- Experience navigating and collecting coordinates with hand-held GPS units and other electronic devices such as Survey123.
- Experience driving and maintaining 4WD trucks, especially in off-road situations. Valid driver's license with a clean driving record. Experience driving UTV/side-by-side vehicles is preferred.
- Demonstrated ability to work productively as part of a team to accomplish mutual goals, and to work independently as required.
- Experience in and willingness to spend multiple days camping in the field where hazards (snakes, bears, deadfall, lightning, poison oak, flash floods, fires, etc.) may be encountered.
- Willingness to work irregular hours in harsh environments and challenging weather, and carry 40-50 pounds in a backpack over uneven terrain.
- CPR and First Aid Certification

### **PREFERRED QUALIFICATIONS:**

- Experience characterizing aquatic habitats in the field using standardized protocols, including establishing transects and thalweg profiles, identifying bankfull width, stream classification (Rosgen or other), habitat complexity, and/or riparian vegetation.
- Experience with macroinvertebrate collection and water quality sampling, including proper sample handling
- Experiences with Geographic Information Systems, such as ArcGIS Pro and ArcMap
- Wilderness First Aid Certification

### **EXPECTATIONS**

In addition to the above qualifications, we expect crew members to commit to the entire field season, to practice safety awareness, including vehicle safety procedures, to communicate regularly with INR support staff and BLM agency staff, to participate in INR and BLM training, and to contribute to building a healthy and fun work team environment. Crew Leads will be responsible for brief pre-hitch and post-hitch coordination and quality control meetings with INR AIM support staff. Due to the nature of the work and required driving between sampling areas, work days over 10 hours are possible, with the expectation of a total of 80 hours/hitch as crews strive to complete points assigned for the given hitch.

## **TRAINING**

These positions are ideal for people who are committed to ongoing learning and development. You will receive extensive paid training on the AIM protocols and associated methodology. You will also have the opportunity to interact with seasoned staff scientists from both the BLM and INR throughout training and fieldwork. Mandatory 1-week in-person training will occur shortly after hiring (before the start of the regular field season).

## **COMPENSATION**

- Aquatic Monitoring Crew Leads are paid **\$21.42** an hour.
- Receive a total of **\$480** per diem for food costs for each hitch.
- Receive up to **\$175** per diem for camping for each hitch.

## **HOW TO APPLY**

Please submit the following in a single pdf to Andrew Christensen (Project Manager at INR): [lotic@pdx.edu](mailto:lotic@pdx.edu). For position information not found in the listing or additional links below, you may contact the email listed above. In your email please use the subject line "AIM Application - Lastname" to make sure your application is saved.

1. Letter of interest. In this letter, please describe your background, including any military and volunteer service; professional experience, recreational interests, or hobbies that help demonstrate your suitability for work in harsh and challenging conditions, as well as your reasons for pursuing this opportunity.
2. Resume, including all degrees and related coursework.
3. Names and contact information for three (3) references. Professional references who can attest to your work ethic and technical abilities should be prioritized due to the nature of the work.

Application review will begin early January and continue until all positions are filled.

## **ADDITIONAL INFORMATION**

Additional information about the Institute for Natural Resources can be found on our website at <https://www.pdx.edu/institute-natural-resources/>.

For additional information about the AIM project visit: <https://www.blm.gov/aim>