



# Kittitas County Conservation District

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(509)925-3352      www.kccd.net

# Updated

**JOB ANNOUNCEMENT:** January 19, 2023

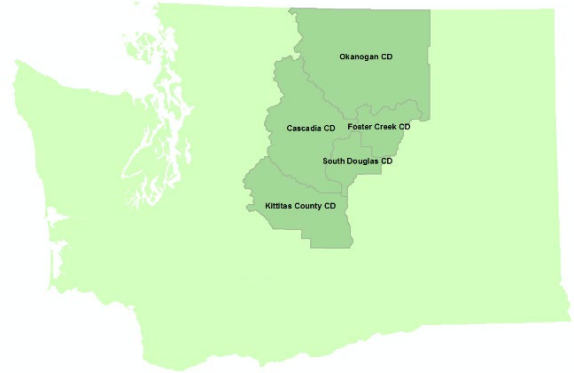
**Closing:** Open until filled, application reviews occur continuously

## NORTH CENTRAL CLUSTER ENGINEER

**LOCATION:** Ellensburg, Washington

**SALARY:** **Starting** annual salary is \$90,888 to \$111,562 depending on qualifications

**BENEFITS:** Medical/Dental/Vision insurance (PEBB), Washington State Retirement (PERS), vacation leave, sick leave, 11 paid holidays



### INTRODUCTION

The Kittitas County Conservation District (KCCD) is part of a cluster of five conservation districts in North Central Washington who work cooperatively to maintain a shared professional engineer position. The engineer provides services to all districts as needed with KCCD as the home base in Ellensburg. We are currently seeking a talented, motivated, and technically driven team-player to fill this existing position.

This position is best filled by a self-starter with strong experience working with private landowners, consulting engineers, local jurisdictions, tribes, and other parties to identify, prioritize and implement natural resource projects and programs, and an understanding of the broad spectrum of issues facing the conservation districts, as well as the people they serve.

The Engineer is a salaried, at-will, overtime exempt classification that reports directly to the KCCD District Manager.

### WHY WORK WITH US?

We are a culture deeply committed to restoration and protection of the natural resources associated with working landscapes through voluntary incentive-based actions. Our small team is passionate about providing top-tier assistance for landowners and land managers to protect and conserve the soil, water, and habitats on their properties. We take pride in making a difference for the people, agricultural, and natural resources in our communities.

The North Central Cluster Engineer is a highly valued team member who provides the necessary technical design and engineering services to each district's staff to ensure that projects are well designed, impactful to the resources, functional for the landowner, and an efficient investment

of public funds. Collaboration with partners including local, state, and federal agencies, tribes, and NGO's working in North Central Washington is an essential component of the position. Strong partnerships at all levels are at the heart of district work.

## ESSENTIAL FUNCTIONS:

- Work with each conservation district to assess engineering and design needs and to determine and plan the workload efficiently and effectively.
- Conduct field investigations and surveys and assemble data needed in the design of conservation practices for structural and non-structural solutions to problems with irrigation efficiencies, water quality, erosion, and fish and wildlife habitat.
- Provide support to district staff to design and implement conservation practices identified in farm plans with private landowners.
- Actively and effectively participate in project development teams that include district staff (conservation planners, project managers, etc.), design engineers, biologists, permit staff from regulatory agencies and other technical staff.
- Prepare preliminary designs, final designs, construction drawings, construction standards and specifications, and construction records for conservation practices of varying complexity.
- Analyze and review technical engineering, project and program work from contracted engineering and design firms utilized for design and construction of conservation practices on behalf of the conservation districts.
- Assist with layout work for construction, inspect work under construction, and provide necessary interpretations of the drawings and specifications needed to determine conformance with the design, standards, specifications, and permits.
- Review payment requests and assist in managing construction contracts including reviewing certified payroll, change orders and other necessary documents.

## QUALIFICATIONS

The main qualifications for this position are:

- Bachelor's Degree in civil engineering or a related engineering discipline.
- Professional Engineer registration in the state of Washington or ability to obtain it within 6 months.
- A minimum of three years of progressive civil engineering design and/or construction management experience with agricultural engineering conservation practices, civil engineering vegetative practices, or civil engineering structural practices that address: irrigation efficiencies, stream/river habitat protection and restoration, and/or water quality protection
- Self-driven, energetic, and motivated team player with the capability to effectively work on multiple projects/tasks.

## ADDITIONAL PREFERRED QUALIFICATIONS

- Understanding of and experience with agricultural conservation practices in irrigated cropland, dryland, and rangeland
- Knowledge of the agricultural industry and/or natural resources of north central Washington (Kittitas, Chelan, Douglas and Okanogan Counties)

## SKILLS & ABILITIES

- Ability to communicate effectively with a diverse range of stakeholders including farm owner/operators, various permitting agency officials, various grant funding partners, consulting engineering professionals, etc.
- Ability to collect field data including utilizing a total station and operating data collectors and software packages and utilizing a laser level to collect data
- Ability to manage construction of projects of varying complexity, including understanding of typical construction methods used for stream and river restoration projects, familiarity with various construction standards and specifications formats and experience both creating and understanding bid ready Plans, Specifications and Estimate packages
- Background in hydrology and hydraulics with regard to stream channel characteristics and modifications
- Familiarity with design and analysis of various types of irrigation systems including basic knowledge of Soil-Water-Plant relationships with regard to efficient use of irrigation water and understanding of pump curves and pump selection based on curve characteristics
- Working knowledge of Autodesk Civil 3D software
- Proficiency using MS Office suite
- Familiarity with various construction standards and specification formats including WSDOT, NRCS, CIS, APWA and AWWA
- Ability to successfully complete technical trainings and obtain certifications to enhance the District Programs
- A valid driver's license and be able to legally operate a motor vehicle in the performance of work duties
- Have ability to organize and plan own schedule of activities related to requests from the cluster districts and management
- Ability to maintain accurate records regarding time-keeping and authorized expenses

## SKILL BUILDING OPPORTUNITIES

In addition to on-the-job training opportunities, Conservation Districts offer formal training opportunities to build the desired skill set for this position. Two examples include the following multi-step certification programs:

- [Certified Irrigation Designer](#) as designated by the Irrigation Association
- [River Restoration Certificate](#)

Conservation districts are served by the [WSCC Center for Technical Development](#), a not for profit group created for the purpose of ensuring that Conservation Districts and employees have the proper tools and expertise to consistently plan and implement conservation programs. Any applicable training opportunities are CTD are available as well.

## **EQUAL OPPORTUNITY EMPLOYER:**

KCCD ensures that all qualified applicants receive consideration for employment without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Please contact the District Manager (see below) if you need accommodation to participate in the application process.

## **SCHEDULE & WORKING CONDITIONS:**

This position is permanent (40 hours per week), overtime exempt, and salaried. Travel is required to provide service to all five conservation districts in the North Central cluster. Overnight stays may occur occasionally.

KCCD is committed to ensuring staff experience the reward of public service, while also sustaining a routine that suits employee lifestyles. Several flexible schedule options are available, including occasional telework.

Eligibility for this position is contingent upon the individual's ability to perform the essential functions with or without reasonable accommodation. This position requires frequent sitting and standing, traversing uneven terrain on foot and widely varying weather conditions, and occasional lifting of up to 50 lbs.

This position description represents a general outline of the job duties, essential functions and minimum required qualifications and is not intended to be comprehensive in nature. Specific statements of duties not included does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Job descriptions are subject to change as the needs of the KCCD and requirements of the job change.

## **COMPENSATION AND BENEFITS:**

Starting annual salary is \$90,888 to \$111,562 depending on qualifications. KCCD observes eleven (11) paid holidays (including one personal holiday). Employees accrue family/medical leave at a rate of 8 hrs/month and annual (vacation) leave at a beginning rate of 8 hrs/month. KCCD provides medical, dental, and vision insurance coverage for full-time employees and matches employee dependent's premiums at 50%. Additional voluntary supplemental insurance opportunities are also available. Participation in regular professional development opportunities are strongly encouraged and supported. KCCD participates in Public Employees Retirement System (PERS). Staff also has access to an additional voluntary retirement savings options within the Deferred Compensation Program (DCP). Terms of compensation and benefits are set by the Board of Supervisors and may be amended at any time.

## TO APPLY:

The position is open until filled. Review of applicants will occur continuously until the position is filled. Please include the following in your application package:

1. Resume (not to exceed two pages)
2. Cover letter (not to exceed one page)

Be sure to describe your interest and unique qualifications for the position and the skills that you bring to the Conservation District team in your cover letter. Submit to:

**Anna Lael, District Manager**  
**2211 W Dolarway Road, Suite 4**  
**Ellensburg WA 98926**

Electronic submissions are encouraged and may be submitted to: [anna.lael@kccd.net](mailto:anna.lael@kccd.net)

Please include "North Central Cluster Engineer – YOUR NAME" in the subject line.

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*We sincerely thank you for your interest in joining  
the Kittitas County Conservation District team!*

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Questions regarding this position or application process may be directed to KCCD's District Manager, Anna Lael at [anna.lael@kccd.net](mailto:anna.lael@kccd.net) or 509-925-3352 ext. 7.