**Job Title:** GIS Specialist (Temporary – 18 months)  
 **Location:** Skagit Conservation District, Mount Vernon, WA  
 **Salary:** $65,000-$85,000 annually  
 **Employment Type:** Full-time, Temporary (18-month term)  
 **Application Deadline:** 10/15/2025  
 **Start Date:** November, 2025

### **Position Overview**

The Skagit Conservation District (SCD) is seeking a skilled and motivated GIS Specialist for an 18-month position funded by a National Fish and Wildlife Foundation (NFWF) grant. This exciting opportunity supports a high-impact project focused on engaging agricultural and forestry communities in the Skagit and Samish nearshore areas to improve soil health, manage runoff, and ultimately enhance ecosystem resilience in the Puget Sound region.

The successful candidate will play a critical role in supporting the project's goal of reducing topsoil erosion, preventing pollutants from entering waterways, and improving habitat for chinook salmon, ultimately benefiting Southern Resident orcas.

### **Key Responsibilities**

* Develop and maintain geodatabases to catalog and digitize past and ongoing conservation projects across the Skagit and Samish watersheds.
* Create and maintain accurate spatial data layers showing specific on-the-ground project locations and activities for reporting to the National Fish and Wildlife Foundation.
* Support project planning and reporting by generating maps, spatial analyses, and data visualizations.
* Collaborate with conservation planners, outreach staff, and partner organizations to identify priority areas for landscape-scale restoration and outreach.
* Assist in tracking project progress over time, ensuring that GIS data aligns with field records and meets federal grant reporting standards.
* May assist in connecting water temperature monitoring gauges to a cloud-based data system, supporting broader water quality monitoring efforts.
* Contribute to internal and public-facing presentations, reports, and materials using ArcGIS Online to communicate project impacts and strategies.

### **Minimum Qualifications**

* Bachelor’s degree in Geography, Environmental Science, Natural Resource Management, or a related field with a concentration in Geographic Information Systems.
* Proficiency with ESRI ArcGIS Pro, ArcGIS Online, and related geospatial tools and platforms.
* Experience creating and managing spatial databases and conducting geospatial analyses.
* Strong attention to detail and ability to produce clear, accurate maps and reports.
* Excellent organizational and time-management skills with the ability to work independently and meet deadlines.
* Strong interpersonal and communication skills, with a willingness to collaborate across multidisciplinary teams.

### **Preferred but not Required Qualifications**

* At least 2 years of professional experience working with GIS in a natural resources or environmental context.
* Experience with agricultural conservation or watershed-based restoration projects.
* Familiarity with Puget Sound ecosystems, salmon recovery planning, and stormwater management.
* Knowledge of remote sensing, drone imagery processing, or field data collection tools (e.g., GPS units, Survey123).
* Demonstrated experience with hydrologic modeling and LAStools using LiDAR data.
* Knowledge of data management planning, Synology NAS server applications, and webservices.
* Proficiency in core programming languages (e.g. Python, SQL, JavaScript) for geospatial data analysis, database management, and development of custom GIS applications.

### **Work Environment**

* This position is primarily office-based with some opportunities for fieldwork in rural and agricultural areas.
* A valid Washington State driver’s license and access to reliable transportation are required.
* Occasional travel within Skagit county.

### **Benefits**

* Competitive salary: $65,000-$85,000 annually
* Paid holidays, vacation, and sick leave
* PERS retirement
* Professional development opportunities
* Flexible and collaborative work environment

### **How to Apply**

Submit the following materials to [skagitcd@skagitcd.org](mailto:skagitcd@skagitcd.org) or 2021 E College Way, Suite 203, Mount Vernon, WA 98273 by **October 15, 2025**:

* Cover letter outlining your qualifications and interest in the position
* Resume
* Completed Skagit CD Application (available at skagitcd.org - “About Us” - “Employment”)
* Contact information for three professional references

### **About Skagit Conservation District**

The Skagit Conservation District is a non-regulatory, community-based agency dedicated to conserving natural resources through technical assistance, education, and voluntary stewardship. We work in partnership with landowners, farmers, and local stakeholders to promote healthy ecosystems and sustainable land management throughout Skagit County.