



Okanogan Conservation District

1251 S. Second Ave, Room 102

Okanogan, WA 98840

Position Announcement: January 23, 2026

Closing: Open until filled, first review 12:00 PM February 5, 2026

Agriculture & Range Planner I

- Location** Office located in Okanogan, Washington,
- with travel throughout Okanogan County
- Wages** Starting wage at \$31.02 per hour, DOE with opportunity for merit and COLA increases.
- Benefits** Medical, dental and vision insurance, Washington State Retirement (PERS), life insurance, long-term disability, vacation leave, sick leave and 12 paid holidays per year.



About Us

The Okanogan Conservation District (CD) is a dynamic organization comprised of volunteer board members and paid staff that are leaders in “on-the-ground conservation”. The district’s mission is to help cooperating land managers in Okanogan County achieve their conservation goals by:

- Working cooperatively with private landowners and stakeholders to encourage wise stewardship and land-management decisions.
- Providing locally led, voluntary, non-regulatory solutions to local environmental problems.
- Advocating for high-priority resource concerns facing Okanogan County.
- Educating adults and youth on environmental and natural resources issues in our community.

Okanogan CD is a small team of dedicated staff focused on delivering priority natural resource conservation programs, providing technical assistance, and cost-share opportunities that serve the community and natural resources in Okanogan County. Okanogan CD values teamwork, locally led natural resource management, creative solutions, and voluntary conservation. Okanogan CD encourages a positive work/life balance and flexible schedules.

Description

Okanogan Conservation District is seeking a highly motivated, adaptable, and skilled individual to join the district as an Agriculture and Range Planner I. This position is responsible for implementing agricultural conservation projects throughout Okanogan County.

Current priority projects include:

- Implement custom natural resource conservation plans in collaboration with agricultural cooperators primarily in the shrub-steppe environment.
- Facilitate Coordinated Resource Management (CRM) meetings to support collaborative decision-making.
- Monitor and evaluate the implementation of conservation projects to ensure alignment with cooperator objectives and organizational goals.

(more)

Typical Work

The Agriculture and Range Planner I works collaboratively with district staff and funding agencies to provide technical assistance and guidance to landowners, stakeholders, and partners on agricultural and rangeland grazing conservation practices. This position also provides project-based support and collaborates with other district employees

Required Knowledge and Skills

- Bachelor's degree in Range Management, Natural Resource Management, Environmental Sciences, or related discipline. Combinations of applicable education and experience may be substituted for education on a year for year basis.
- Knowledge of agricultural conservation and range health principles and best practices for natural resource management.
- Familiarity with facilitating multi-stakeholder group meetings and collaborative problem-solving processes.
- Ability to assess cropland, pasture and rangeland conditions, including soil tests, weed control, seeding, and irrigation application.
- Project management skills, including the ability to coordinate multiple small projects and budgets.
- Effective verbal and written communication skills for engaging with community members, agency partners, and colleagues.
- Proficiency with GPS and GIS tools, such as ArcGIS, to develop maps and conservation plans.
- Proficiency in Microsoft Office Suite, cloud-based collaboration and project management tools, and database systems.
- Valid Level 3 (or higher) Conservation Planning certification from the USDA NRCS (or ability to obtain via district arranged training).
- Ability to work closely, cooperatively, and in a non-confrontational manner with others in a public office environment.
- Have or obtain and maintain a valid Washington State Driver's License and able to safely operate a motor vehicle

Ideal Knowledge and Skills

- Experience with natural resource management and conservation strategies.
- Understanding of Okanogan County's ecosystem and agriculture and land use practices.
- Experience with livestock management, grazing practices, irrigation, and riparian function.
- Experience in grant writing, administration, and compliance.
- Ability to motivate individuals to implement resource management practices.
- Experience using and maintaining a range seed drill, other agricultural equipment, trailers, and on and off-road vehicles.
- Bilingual proficiency in English and Spanish.

Compensation

The compensation for this position starts at \$31.02 per hour (Range 57, Step A). This position is eligible for a comprehensive benefits package, including:

- Holiday, Vacation, Sick, and Overtime/Compensatory Leave
- Medical Insurance
- Dental Insurance
- Vision Insurance

(more)

- Retirement benefits
- Life Insurance
- Long-term disability

Details regarding compensation and benefits are outlined in the appointment letter and are subject to district policies. Terms may be amended at any time by the Board of Supervisors.

Service Area

Okanogan County is for the adventurous! Our area is well-known for superb recreational opportunities and activities for every season, owing, in part, to an abundance of public land. Fishing, hunting, hiking, biking, skiing, snowmobiling, and horseback riding are just a few sports enjoyed by locals and visitors. Our scenic highways will take you from the snow-capped mountains of the North Cascades to the open spaces of river valleys along the Okanogan, Methow, Similkameen, and Columbia rivers. There is something for everyone in Okanogan County.

Residents of Okanogan County maintain an independent spirit and a sense of community pride. Our county was named one of the best counties in Washington state to raise a family in 2022 by Stacker.com. Top places to live, according to Stacker, include Okanogan, Omak, and Winthrop.

Exploring Okanogan's history is a favorite past-time for many. The Confederated Tribes of the Colville Reservation boundaries lie within Okanogan County and the area is rich with cultural significance for our first people. Early European settlers came to Okanogan during the 1800s to establish cattle and sheep ranching and to mine for gold. Several ghost towns and mining operations from the early days still stand. Today, Okanogan County's economic base is largely agricultural, supported by apple, pear and stone fruit orchards. Cattle ranching remains the dominant livestock industry and family farms can be found throughout the county.

Okanogan County's people, places, history, and industry are among the most charming and unique in Washington state.

Application Deadline and Instructions

This position is open until filled. First review of applicants is 12:00 PM, **February 5, 2026**. Detailed position descriptions are available on the district website at www.okanogancd.org/news.

Applicants must submit a cover letter, resume, and three references (at least two of which are professional) through our online application website at <https://tinyurl.com/OCDApplications>.

Or by mail to:

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