



The King Conservation District is seeking a qualified candidate to serve as a

Field Crew Lead

**THIS POSITION ARE REPRESENTED BY COUNCIL 2 - THE WASHINGTON STATE
COUNCIL OF COUNTY AND CITY EMPLOYEES**

We do not expect any single candidate to possess all the desired qualifications or have extensive experience with all the listed requirements. Training will be provided for new projects and activities. If you are ready for a physically demanding, but rewarding field role, we encourage you to apply.

Job Title: Field Crew Lead

Job Classification: Resource Assistant 4 (Term-Limited)

Salary Range: Grade 23, Step 1 starting at \$60,308.26

Job Summary:

This is a field crew leadership position at King Conservation District (KCD), a county wide, natural resource management special purpose district. This position regularly involves labor-intensive duties that require strong personal drive, adaptability, and a commitment to teamwork. This position will report to the Manager of Riparian Programs and will work closely with other Riparian Department staff to lead a field crew of up to 3 crew members in installing and maintaining KCD's riparian habitat enhancement projects associated with KCD Riparian Programs. This position will provide day-to-day oversight of crew members to ensure project installation directives are followed in a safe and timely manner. The field crew will also support KCD's annual Native Plant Sale and other projects as needed. This position works in the field 90-95% of the time and must report to the KCD office at the start of each workday. **This position is term-limited to 2 years from hire.**

Job Responsibilities:

The following list of duties is intended as an illustration of the various types of work performed. The omission of specific duties does not exclude them from the responsibilities of the position if the work is similar, related, or a logical assignment to the position.

Project Implementation (85%)

- Lead day-to-day field activities based on project objectives assigned by the Manager of Riparian Programs and project planners. Consult with project planners on approach and priorities for new and complex assignments. Prioritize and delegate tasks as needed for routine project assignments.
- Identify site specific safety concerns and lead daily crew safety briefings. Ensure established safety protocols are adhered to at project sites.

- Serve as the primary crew liaison between landowners/clients and project planners. Escalate unusual or complex questions and concerns to project planners.
- Carry out labor-intensive activities related to riparian habitat project installation and maintenance. Activities include controlling invasive plant species by manual, mechanical, and chemical means; installing native plants and mulch; and implementing erosion control and other conservation practices where needed.
- Use and maintain a variety of manual tools, including shovels, hoes, rakes, and pruning shears.
- Operate and maintain power tools and equipment, including brush-cutters, chainsaws, and augers. Investigate equipment malfunctions and communicate findings to Riparian Resource Assistant.
- Operate and maintain chemical application equipment, including hand sprayers, backpack sprayers, and chemical injectors. Oversee safe mixing and applications of herbicide.
- Operate light and heavy-duty trucks, heavy equipment, and trailers.
- Coordinate crew transportation to and from project sites each day.
- Coordinate material purchasing needs with project planners and Riparian Resource Assistant.
- Ensure crew works collaboratively to meet tight project deadlines.
- Submit daily documentation of project tasks and provide status reports to project planners.
- Communicate about project activities and natural resource best management practices with private landowners and members of the public while on project sites.
- Occasionally help project planners lead volunteer events at KCD riparian projects.
- Perform related duties and support other KCD projects as needed.

Native Plant Sale and Other Program Support (10%)

- Assist with the preparation and packing of KCD Native Plant Sale orders and distribution. Help with event set-up and clean-up.
- Provide occasional, short-term support to KCD's Native Plant Cooperative and other KCD programs. Native Plant Cooperative activities include potting and weed barrier fabric installation.

Other Duties (5%)

- Perform office-based administrative tasks in support of KCD Riparian Programs as needed. Activities include data entry, uploading project photos, and contributing to engagement and outreach materials.
- Less than 5% of the role may be combined with other duties as required by the District.

Required Skills and Experience:

- 2-3 years of experience working on a field crew or serving in an independent field-based role.
- Experience using and maintaining hand tools.
- Experience operating and maintaining power tools and small-engine equipment, including brush-cutters and chainsaws.

- Experience mixing herbicides, making herbicide applications, and completing herbicide application records.
- Experience reviewing and following project plans and specifications.
- Experience driving large vehicles and towing trailers.
- Experience regularly communicating with customers or members of the public.
- Strong communication skills required for interaction with coworkers, community members, and landowners/clients.
- Adept with all office equipment, including computers and printer/scanner/copiers, and able to effectively and responsibly use network servers, the Internet, and e-mail as a government employee.
- Ability to work a full-time schedule with occasional overtime or comp time accrual when necessary and with prior approval.
- A valid Washington State Driver License.
- Ability to obtain a WSDA Pesticide Applicators License with an aquatic endorsement within 3 months of hire, if not currently held.

Desired Skills and Experience:

- Experience leading adult volunteers, interns, or a small team of co-workers.
- Experience implementing riparian and/or terrestrial habitat enhancement projects.
- Experience with Global Positioning Systems (GPS) and Geographic Information Systems (GIS).
- Experience operating UTVs and compact heavy equipment, such as skid steers.

Education and/or Training:

- 2-3 years of job-related professional experience and/or 2-3 years of related educational experience obtained through a green-jobs training program or pursuit of a Bachelor's degree or Associate in Science/Applied Science Transfer degree.
- Intermediate knowledge of stream restoration techniques, Pacific Northwest native plant species, Pacific Northwest invasive plant species, and best management practices for invasive plant species control.

Physical Requirements:

- Most days will be spent in the field for up to 10 hours per day.
- Ability to work in inclement weather conditions and on uneven, rough, and steep terrain.
- Ability to regularly drive throughout King County and occasionally the state using a district vehicle.
- A Washington State Driver's license is required when driving district vehicles.
- Must be able to lift, carry, and move materials and objects up to 50 pounds.

Full-Time, Term-Limited, Non-Exempt Position:

This position will start at the hiring Grade 23, Step 1 starting at \$60,308.26. After passing a successful 6-month probation, the candidate will automatically move to step 2 within the salary band.

Benefits:

The District offers a comprehensive benefits package which includes paid vacation and holidays, medical and dental, a nominal life insurance policy with the option to increase coverage at employee's expense, support for trainings, and participation in the State of Washington Retirement System (PERS).

Work Schedule:

Full-time, 40 hours per week. Regularly a Monday through Thursday 4/10 work schedule with occasional planned schedule shifts to accommodate Friday or Saturday events or trainings.

Office Location:

800 SW 39th Street, Suite 150, Renton, WA 98057

King Conservation District is an Equal Employment Opportunity (EEO) Employer

No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, or other protected class.

To Apply:

Job posting closes at 11:59 pm on Sunday, February 22, 2026. If you are interested in pursuing this position, please apply by emailing HR@kingcd.org with the following materials:

1. A resume.
2. A cover letter, describing as specially as you can how your experience, skills, and values are a fit with King Conservation District's goals and mission as described in this announcement.
3. A brief personal equity statement, describing your skills and experience engaging with issues involving diversity, racial equity and inclusion in organizations. This statement should not exceed 300 words.

About Us: King Conservation District (KCD) is a natural resources assistance agency authorized by Washington State and guided by the Washington State Conservation Commission. Our mission is to promote the sustainable use of natural resources through responsible stewardship. A five-member Board of Supervisors is responsible for overseeing all KCD programs and activities. KCD promotes conservation through demonstration projects, educational events, providing technical assistance and, in some cases, providing or pointing the way to funds which may be available for projects. KCD has no regulatory or enforcement authority and only works with those who choose to work with KCD. KCD's service area includes 34 cities and all of unincorporated King County with the exclusion of City of Enumclaw, City of Federal Way, City of Milton, City of Pacific and City of Skykomish. To learn more, visit KCD's website at www.kingcd.org