



City of Salem

Stream Crew and Riparian Assessment Lead - Seasonal

SALARY	\$27.99 Hourly	LOCATION	1457 23rd St SE Salem, OR
JOB TYPE	Temporary/Seasonal (Full-Time)	JOB NUMBER	25-Temp-0094-02
DEPARTMENT	Public Works Department	ORG	PW Ops Stormwater Quality
OPENING DATE	03/10/2025	CLOSING DATE	3/24/2025 11:59 PM Pacific

Job Summary

This position is for a seasonal assignment limited up to six months from date of hire.



Make an impact:

As the Natural Resources Technician/Stream Crew Lead, you will have the exciting opportunity to make a significant impact on our Urban Streamside Programs. You will inspire and guide the summer Stream Crew, leading them through their daily tasks in collaboration with the Urban Streamside Program Coordinator. Together, you will cultivate a passion for environmental stewardship and teamwork. Additionally, you will conduct a vital assessment of stream reaches of Pringle Creek, utilizing a model akin to Stream Function Assessment Method (SFAM). This role not only allows you to contribute to the health of our urban waterways but also empowers you to foster a deeper connection between the community and our natural resources. Your leadership will be instrumental in shaping the future of our urban ecosystems!

Learn and grow: Enhance your professional growth while contributing to the protection of the community's waterways. This position provides the following opportunities:

- Enhancing your leadership skills by collaborating with and guiding seasonal stream crew staff.
- Gaining valuable experience in balancing stormwater management, streams, and other natural resources.
- Applying your knowledge and skills in a meaningful way by assessing Pringle Creek, a vital waterway that flows through one of Salem's most cherished parks.

What you will do:

- With the Urban Streamside Program Coordinator, coordinate daily activities and contingency plans for up to 12 interns to efficiently clean trash and debris from 60 miles of urban streams in compliance with established safety protocols and regulatory standards

- Coordinate and schedule intern trainings, including instruction on field data collection, invasive and native plant identification, and safety protocols
- Ensure the implementation of the Health and Safety Plan by the crew
- Direct GIS field data collection, performing quality control checks to meet the program's data quality objectives
- Conduct GIS field data collection to inspect streams and identify field work priorities for the stream crew
- Regularly communicate with the Program Coordinator and Supervisor, providing frequent status updates on project objectives and personnel
- Track and report all project metrics, including schedule, progress, and time-to-completion
- Ensure proper and accurate record keeping including assessment data, GIS data, staff attendance, and incident reporting by reviewing field data collected by field teams.
- Maintain accountability for project deliverables including, but not limited to, GIS field data, and tracking of invoices, receipts, and dump slips
- Review field data daily using ArcGIS Online
- Perform field work such as GIS data collection and vegetation clearance using tools such as chainsaws, trimmers, and hand tools
- Learn and implement riparian assessment protocols
- Perform other related work as required

What can we offer you for all your hard work?

- Paid sick time in accordance with City policies.
- Competitive pay
- Position schedule is 7:00 am – 3:30 pm

What are the minimum qualifications?

- Must have an Oregon Driver license and meet the City of Salem's driving standards.
- Must pass the pre-employment background check.
- Associates degree from an accredited college or university in environmental science, biology, natural resource, engineering, mathematics, or planning field, and two years of experience related to area of assignment, or any combination of education and experience
- GIS, ArcMap, and/or other mapping software/handheld devices experience preferred.

Hiring managers do not have access to view resumes as part of the application review process, please make sure to give detailed information in your application that includes your experience, knowledge, skills, and abilities as requested in the supplemental questions and job advertisement.

Preferred Skills:

- Ability to communicate clearly and effectively with the public, customers, and coworkers, and supervisors
- Previous experience in a leadership role or role that was responsible for coordinating team activities and accountable for the completion of group tasks
- Experience leading teams safely outdoors and being responsible for the safety of others
- Ability to effectively use computers and Microsoft Office products.
- Ability to plan, organize, and implement daily tasks and specialized programs.
- Ability to work as part of a team
- Experience with data collection of streams or other natural resources using GIS.
- Ability to set goals, prioritize and implement tasks, and evaluate workload to ensure goals will be met in a timely manner.
- Familiarity with hydrologic, geomorphic, biological, and water quality stream functions and concepts.

About us:

Salem is the second largest city in Oregon and the capital city. Centrally located in the Willamette Valley, Salem is 49 square miles in size and extends across to counties, Marion and Polk. The community has well-established neighborhoods and carefully preserved historic buildings with wide diversity and a family-friendly ambiance. The city is home to nearly 180,000 residents. For a full community profile detailing demographics and housing statistics, visit the [City of Salem website](https://www.cityofsalem.net/CommunityProfile).

The City of Salem organization has eight primary departments: Community Services, Finance, Fire, Enterprise Services, Legal, Police, Public Works, and Community Planning and Development. Several departments also have functional divisions within their department. The City of Salem employs roughly 1,350 talented and dedicated staff members and works collaboratively with five labor unions.



The Public Works Department values employees and their professional development. If you are someone that takes pride in collaborating on innovative ideas, proactively responding to community needs, and being a good environmental and financial steward, we look forward to meeting you! The Public Works Department promotes a healthy work life balance, while maintaining the utmost dedication to the health, safety, and welfare of our community, including our team!

Where can I find out more about the position?

Go to the menu option for Class Specifications and search for [Natural Resources Technician](#).

How can I apply?

The City of Salem invites individuals of all diverse communities and backgrounds to apply for our available job opportunities as we strive to provide the best service to everyone. The City of Salem is committed to providing equal employment opportunities to all and has a culture that values diversity, equity, and inclusion. We believe that by welcoming differences, encouraging new ideas and views, listening to and learning from each other, we are better able to serve the community.

To apply, click on the green “Apply” button to complete your application. Hiring managers do not have access to view resumes as part of the application review process, please make sure to include how you meet the qualifications outlined in the class specification in your application.

Applicants that meet the minimum qualifications as outlined above but not selected for this position may be placed on an eligibility list, and candidates may be hired from the list. Eligibility lists are valid for six months. The City will send email notifications to eligible candidates about potential hiring opportunities so please ensure your email settings accept our system generated email notifications.

You may subscribe for automatic notification of job openings at the City through the [Job Interest Cards](#) – sign up today!

For more information about employment at the City of Salem, please visit our website at www.cityofsalem.net/jobs.

THIS ANNOUNCEMENT IS NOT AN IMPLIED CONTRACT AND MAY BE MODIFIED OR REVOKED WITHOUT NOTICE

Employer

City of Salem

Address

295 Church St. Suite 210

Salem, Oregon, 97301

Phone

503-588-6102

hrrecruiting@cityofsalem.net

Website<https://www.cityofsalem.net/jobs>**Stream Crew and Riparian Assessment Lead - Seasonal Supplemental Questionnaire*****QUESTION 1****What is your highest level of education?**

- ☐ High school graduate or GED
- ☐ Trade School
- ☐ Associate's degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate's degree
- ☐ N/A

***QUESTION 2**

How much experience do you have conducting field inspections of storm water structures (including but not limited to rain gardens, bioswales, detention basins, manholes, and catch basins) or performing other field work? We encourage you to include supporting details in your application.

- ☐ No experience
- ☐ 1-2 months
- ☐ 3-5 months
- ☐ 6-9 months
- ☐ 10-12 months
- ☐ 1 year
- ☐ 2 years
- ☐ 3 years
- ☐ More than 4 years

***QUESTION 3**

Which statement best characterizes your experience using GIS for field data collection? ?Academic experience can be included. Experience must be clearly documented in application. (GIS Experience)

- ☐ I have no experience using GIS or mapping products
- ☐ I have used mapping applications on smart phones for driving directions
- ☐ I have used a GPS device for recreational purposes (hiking, geocaching etc)
- ☐ I have used a GPS device for professional mapping systems as part of job or internship

***QUESTION 4**

Please select the option that best describes your experience using hand tools (machete, rakes, shovels, pruners, loppers, trimmers etc). Academic experience can be included. Experience must be clearly documented in application. (hand tool use)

- ☐ I have no experience using hand tools
- ☐ I have limited experience using hand tools around the house or for a neighbor
- ☐ I have experience with hand tools as part of a volunteer work crew or class
- ☐ I have experience with hand tools regularly as part of a job, volunteer work, or home use.
- ☐ I have used hand tools daily for a job

***QUESTION 5**

Please select the option that best describes your experience using power tools (weed whackers, chain saws, etc.)? (power tool use)

- ☐ I have no experience with power tools
- ☐ I have limited experience with power tools around the house or for a neighbor
- ☐ I have experience with power tools as part of a volunteer work crew or class
- ☐ I have experience with power tools regularly as part of a job, volunteer work, or home use.
- ☐ I have used power tools daily as part of a job.

***QUESTION 6**

Please select the option that best describes your experience in a customer service role and/or working directly with the general public? (customer service)

- ☐ I have no experience interacting directly with customers or the general public.
- ☐ I have 1-3 (cumulative) months experience interacting directly with customers or the general public.
- ☐ I have 3-12 (cumulative) months experience interacting directly with customers or the general public.
- ☐ I have multiples years of experience interacting directly with the general public/customers on behalf of an organization, but was not in a leadership role.
- ☐ I have multiple years of experience interacting directly with the general public/customers on behalf of an organization, and experience in a leadership role in this capacity.

***QUESTION 7**

How many years of experience do you have working in small groups performing fieldwork or as part of a team (can include sports/extracurricular activities)? Academic experience can be included. Experience must be clearly documented in application. (team work)

- ☐ No experience
- ☐ I have volunteered on a team or worked on a team for a class project
- ☐ I have at least 6 months of experience on a team (work or extracurricular)
- ☐ I have at least 1 year of experience on a team (work or extracurricular)

***QUESTION 8**

How many years of experience do you have in a leadership role where you led a group or supervised other people?

Experience must be clearly documented in application. (leadership)

- ☐ I have no experience in a leadership role
- ☐ I have 1-3 (cumulative) months experience in a leadership role
- ☐ I have 3-12 (cumulative) months experience in a leadership role
- ☐ I have multiples years of experience in a leadership role.

***QUESTION 9**

What is your experience conducting stream-related assessments? Experience must be clearly documented in application. (stream assessment experience)

- ☐ I have no experience
- ☐ I have 1-3 (cumulative) months experience either in school or professionally
- ☐ I have 3-12 (cumulative) months of school experience
- ☐ I have 3-12 (cumulative) months of professional experience
- ☐ I have over one year of professional experience.

***QUESTION 10**

How much experience do you have identifying native and invasive Oregon plants? Experience must be clearly documented in application.

- ☐ I have no experience
- ☐ I have field experience as part of a class or volunteer opportunity
- ☐ I have at least 3 months of field work experience (paid or volunteer)
- ☐ I have at least at least 6 months of field work experience (paid or volunteer)

***QUESTION 11**

This position requires walking on stream slopes and uneven terrain, as well as balancing, stooping, kneeling, and crouching to navigate obstacles. Are you able to perform these essential job functions with or without reasonable accommodation?

- ☐ No
- ☐ Yes

***QUESTION 12**

This position requires exerting up to 50 pounds of force occasionally, up to 20 pounds frequently, and up to 10 pounds constantly to lift, pull, and move objects. Are you able to perform the essential functions of this job with or without reasonable accommodation?

- ☐ No
- ☐ Yes

*** Required Question**