



1318 McKay Drive NE, Suite 300 Ham Lake, MN 55304 763-434-2030 [www.AnokaSWCD.org](http://www.AnokaSWCD.org)

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## **Join the Anoka Conservation District Team!**

TITLE:	Natural Resource Technician
CLASSIFICATION:	Technician
TECHNICIAN HIRING RANGE:	\$24.28/hr (\$50,482) to \$29.12/hr (\$60,578)
LOCATION:	Ham Lake, Anoka County, MN
STATUS:	Regular full time non-exempt
BENEFITS:	Full benefits per ACD Handbook
MINIMUM QUALIFICATIONS:	Related degree: BS/BA  Related work experience: 1 year (may be met in part with a graduate degree and/or exceptional collegiate academic rigor and performance)  Satisfactory driving record and criminal background check
DURATION:	At the leisure of the ACD Board of Supervisors

### **WHO WE ARE:**

Anoka Conservation District is a special purpose government agency that covers Anoka County. An elected board of five supervisors provides ACD's vision and direction, and a staff of 10-15 natural resource professionals do the work of bringing that vision to life. With a mission to holistically conserve and enhance Anoka County's natural resources for the benefit of current and future generations through partnerships and innovation, we work to restore balance between the soil, water and biological elements of our natural, working, and built landscapes. We are unique among soil and water conservation districts in the U.S. in that we hold several patents and benefit from nationwide sale and distribution of Rain Guardian pretreatment chambers to fund many of our conservation initiatives. We also have a strong history of success in securing grant funds through the Clean Water, Land, and Legacy Constitutional Amendment.

### **ABOUT ANOKA COUNTY:**

Close to the Twin Cities, we benefit from the opportunities found in large urban centers. We also have an impressive natural resource base. Located in the Anoka Sand Plain geologic area, our unique geomorphology resulted in a relatively flat landscape with high water table, vast wetland complexes, and rare species. Anoka County is bordered by the Mississippi River and bisected by the wild and scenic Rum River. We also have 19 larger recreational lakes, many smaller lakes, and streams that interconnect them. About 10% of Anoka County is agricultural, with the remainder being split between open space and built environments. It's an interesting landscape to work in. With a population of 365,000, Anoka County is the fourth largest county in MN by population. This creates complexity and diversity in terms of land use, politics, and demographics.

### **HOW WE ARE:**

We are not top-down regimented. We believe in hiring talented people, identifying their role to achieve ACD's mission and vision, equipping them to do good work, and then generally getting out of their way. We encourage innovative problem solving to advance the science and practice of conservation, and respect that mistakes are a necessary and valuable part of the process. This approach has positioned ACD as a thought leader among our peers and we invest a lot to help sister-entities find success. Although we work hard and have very high standards for work products, we do so while maintaining a collegial atmosphere.

### **THE JOB:**

This position will assist other staff with water monitoring, natural resource inventories, technical assistance to landowners, project installation & inspections, invasive species management, and product processing & distribution (seedlings and Rain Guardian pretreatment chambers). Additionally, we have substantial opportunities to lead public education and outreach. Tasks vary by season and year, with an emphasis on monitoring lake, stream, and other waters as well as project installation support in 2024. Specific tasks and their relative priority are listed in the position description workload table.

This position involves a balance of field and office work, including all of the joys and irritations of each. Enjoy the serenity of floating down the Rum River while engaging in battle with hordes of mosquitos. Take a moment to soak in the views of pristine forests and wetlands just before chain sawing down buckthorn and applying herbicide. Feel the warm sun and crisp breeze while navigating a boat across a lake to take samples, just waste no time so you can complete all lakes in eight hours. Relax a bit after a long day in the field at a comfortable workstation while attending to data management, reporting, and QAQC amid the glow of fluorescent lights and a bright computer monitor. Fall asleep each night knowing that the work you do matters.

**WE OFFER:**

- A commitment to maintain competitive wages and benefits
- Amazing natural resources
- Mentorship from highly talented coworkers as well as professional training opportunities
- Diversity: social, demographic, natural resource, land use, political
- Opportunities for professional growth and advancement
- A culture of excellence, innovation, and collegiality
- Opportunities for remote work when well-suited to the position, season and task

**APPLY NOW:**

Provide:

- Cover letter
- Resume
- Completed ACD application
- Post-secondary transcripts (unofficial acceptable but subject to verification)
- List of at least three references (professional preferred)

To: [Kathy.Berkness@AnokaSWCD.org](mailto:Kathy.Berkness@AnokaSWCD.org)

By: 3:00pm, Wednesday ~~March 6, 2024~~ extended to March 20<sup>th</sup>

A series of two interviews and a one-hour online aptitude test are planned for the week of March 25<sup>th</sup>. The position will likely be offered shortly after Monday April 15.

Interviews may be conducted remotely.

**ADDITIONAL INFORMATION:** The complete job description, application materials, and benefits summary are available online at <https://www.anokaswcd.org/about-us/employment-opportunities.html>

Contact Office Administrator [Kathy.Berkness@AnokaSWCD.org](mailto:Kathy.Berkness@AnokaSWCD.org) with questions or to arrange reasonable accommodations to complete an application or attend an interview.

**CONDITIONS OF ANNOUNCEMENT:** Anoka Conservation District reserves the right to make changes to the content, extend the deadline, or withdraw this position announcement without notification.

**APPOINTING AUTHORITY:** No job offer will be final unless approved by the ACD Board of Supervisors.

Anoka Conservation District is an Equal Employment Opportunity Employer (EEOE).