



1318 McKay Drive NE, Suite 300
Ham Lake, MN 55304
763-434-2030
www.AnokaSWCD.org

Join the Anoka Conservation District (ACD) Team!

TITLE:	Natural Resource Technician
CLASSIFICATION:	Technician
TECHNICIAN HIRING RANGE:	\$25.57/hr (\$53,168) to \$30.68/hr (\$63,823)
LOCATION:	Ham Lake, Anoka County, MN
STATUS:	Regular full time non-exempt
BENEFITS:	Full benefits per ACD Handbook, including taxable fringe benefit of \$1,177 monthly
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

THE JOB:

This position will assist other staff with ecological restoration and habitat improvement. Tasks vary by season and year and may include natural resource inventories, technical assistance to landowners, and project installation, such as prairie restoration, facilitating pollinator habitat plantings, and invasive species management. Additionally, we have substantial opportunities to lead public education and engage volunteers. Specific tasks and their relative priority are listed in the position description workload table. That said, it is anticipated the person accepting this position will advance professionally and assume more complex tasks.

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

Strong partnerships. Innovative solutions. Healthy environments.

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.

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

By: 3:00pm, Wednesday February 5, 2025

A series of two interviews are planned for the week of February 10th. The position will likely be offered shortly after Tuesday, February 18th.

In-person interviews are planned, but we can make reasonable accommodations if necessary.

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 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).