



NORTHERN GUAM SOIL & WATER CONSERVATION DISTRICT

Job Position Description: **Conservation Technician**

GENERAL SUMMARY:

Northern Guam Soil & Water Conservation District (NGSWCD) is a government of Guam elected board instrumentality created to help facilitate soil & water conservation programs for northern & southern Guam. Under the supervision of the Board Directors and District Manager, the employee will be responsible for performing a wide range of technical and administrative duties that pertain to the implementation of the NGSWCD's activities, services and programs. The work of the NGSWCD focuses on water quality, soil health, best management practices, implementation of special projects and education and outreach to a broad spectrum of stakeholders.

Responsibilities include regular contact with farmers, contractors, public officials, District Board members and the general public, requiring judgment and tact in all interactions. Assignments and some supervision are given by other members of the NGSWCD and Natural Resources Conservation Service (NRCS) staff.

Reports to: District Manager

Employment Status: Non-Exempt Full Time Employee with maximum of 40 Hours per week; occasionally includes extended work hours, evening and weekend hours, and overnight travel for training and meetings.

Starting Rate: \$15.56 – \$21.35 per hour, Based on Experience

Work Location: District Office at UOG-CNAS, Hybrid Work

PRIMARY DUTIES & RESPONSIBILITIES:

- Technical Assistant & Outreach
 - Provide technical assistance to farmers, ranchers, land occupiers, and private landowners focusing on soil and water conservation practices.
 - Conduct voluntary individual landowner site visits to assess resource conditions and identify opportunities.
 - Build and maintain working relationships with farmers, ranchers, land occupiers, and private landowners and partners within the District.
 - Recommend conservation practices in accordance with Natural Resource Conservation Service (NRCS) standards or SWCD specifications.
 - Work with the District Manager and NRCS District Conservationist to assure that outreach and project collaboration occur across a wide swath of the district community prioritizing historically underserved groups.
 - Collaborate with conservation partners and agencies to plan and deliver projects and programs.
 - Assist in identifying outreach needs and opportunities.
- Assist with conservation related outreach and educational activities
 - Attend farm-related meetings, network with the farm community, provide presentations, etc.
 - Inform landowners/residents of Guam's conservation goals
 - Be an active participant in working with the NGSWCD interns and volunteers to ensure a varied experience for the interns/volunteers
- Assist with and provide support for additional grants, programs and/or projects that pertain to District needs

OTHER DUTIES & RESPONSIBILITIES:

- Adhere to all District policies and guidelines
 - Be familiar with and adhere to deliverables outlined in the NGSWCD's government law, programs, projects and grants
 - Obtain appropriate certifications as directed by the NGSWCD Board and the District Manager
- Meetings
 - Attend monthly NGSWCD Board Meetings, staff meetings, and inter-agency meetings, trainings, and workshops as directed and when deemed appropriate
 - Represent the NGSWCD on job-related committees and natural resource related functions and events as requested, may require travel
- Assist with NGSWCD reports and data management

- Assist in maintaining accurate and current files and filing systems for NGSWCD projects, programs, etc.
- Work with staff to complete and submit quarterly reports as well as other relevant reports
- Assist with the development of grant applications and the administration of grant projects and funds
- Cooperate with federal, state and local partners (NRCS, FSA, DOAg, GWA, UOG, WERI, etc)
- Offer assistance to callers and walk-in clients as needed
- Assist with and complete other duties and tasks as assigned by the NGSWCD Board and the District Manager

REQUIREMENTS:

- High school diploma or equivalent;
- Two (2) and a half years of work experience OR 75 college credits OR a combination of work experience, college credits, and/or training;
- Must have a valid Guam Driver's License and access to a vehicle;

PREFERRED KNOWLEDGE, SKILLS AND ABILITIES:

- Good communication skills;
- Knowledgeable in Agriculture, Natural Environment, and Natural Resources;
- Farm Background/Agricultural Experience-highly desirable
- Understanding and appreciation of environmental and conservation matters
- Interpersonal Skills – Customer service and public relations experience

PHYSICAL REQUIREMENTS:

This is operative work requiring the exertion of up to and exceeding 30 pounds of force occasionally and a negligible amount of force frequently or constantly to move objects. Regular required tasks include sitting; talking or hearing, in person and by telephone; using hands to finger, handle, feel or operate standard office and maintenance/field equipment; and reaching with hands and arms. The employee is frequently required to walk and stand sometimes on uneven surfaces; in addition, occasionally required to climb or balance; stoop, kneel, crouch, or crawl with potential exposure to adverse weather conditions. In addition, the employee is regularly required to use written and oral communication skills; read and interpret complex data, information and documents; analyze and solve problems; observe and interpret people and situations; use math and mathematical reasoning; learn and apply new information or skills. Visual acuity is required for preparing and analyzing written data, determining the accuracy and thoroughness of work, and

observing general surroundings and activities. Specific vision abilities required by this job include close vision and the ability to adjust focus. Tasks require alertness to avoid potential hazardous conditions/situations.

OTHER:

- Employee evaluations will be conducted to review employee performance
- The NGSWCD follows Guam’s Open Government Law in addition to approved NGSWCD policies.
- Employee is expected to provide own transportation on the job if an NGSWCD vehicle is not available; employee is reimbursed at the current NGSWCD approved mileage rate for job-related personal vehicle mileage when an NGSWCD vehicle is not available
- Opportunities for merit increases are based on NGSWCD funding availability and job performance
- Restricted Employees do not qualify for overtime and night differential, but are allowed compensatory time for hours worked in excess of forty (40) hours per week.

HOW TO APPLY:

Interested individuals should email the following documents to **NORTHERN GUAM SWCD** at ngswcd.northernguam@gmail.com:

1. Resume
2. Business License (Optional – if chosen, the employee must obtain one for contractual purposes)

Deadline for accepting applications is:

March 29, 2024 or until filled

For more information regarding requirements and qualifications, contact **Jenelyn Abinales** at **671-788-5191** or ngswcd.northernguam@gmail.com.