



COPPER RIVER WATERSHED PROJECT

≈Upriver and down, salmon are common ground≈

Title: Plant Program Field Technician - Cordova

Supervisor: Watershed Stewardship Program Manager

Position Type: Full-time, non-exempt, seasonal

Hours: 40hrs/week, May 27th - September 27th (Flexible)

Salary: Starting \$18.00 - \$22.00/hour D.O.E.

Position will be open until filled

Organization and Program Description:

The Copper River Watershed Project (CRWP) is a natural resource-focused non-profit with headquarters located in Cordova, Alaska and a branch in Glennallen, AK that facilitates partnerships throughout the watershed. CRWP works to promote a salmon-rich, intact watershed and culturally diverse community by forming partnerships for watershed-scale planning and projects. For over 10 years CRWP has had an active Invasive Plant Program working to control and prevent the spread of invasive plants throughout the Copper River Watershed. CRWP is currently developing native seed harvest efforts to help generate a viable source of native plant seeds for use in restoration efforts.



The invasive plant program primarily addresses terrestrial invasive plants that threaten salmon and wildlife habitat, and traditional use of natural resources in the Copper River watershed. Effective management of invasive plant species takes an integrated approach incorporating inventory and prevention, treatment, and restoration. The native seed harvesting and planting program will develop a local source of native seeds that will help re-establish native plants on lands treated for invasive plant species, and other areas where the landscape has been disturbed, including at the conclusion of multiple fish passage restoration projects the CRWP is implementing in the area.

Summary of Position:

The Plant Program Technician is a field-based position that reports directly to the Watershed Stewardship Program Manager. The position plays an active part in two of CRWP's major plant programs, invasive plant management and native seed harvesting.

Invasive plant management efforts include the conducting of surveys, recording data, and implementing manual and mechanical control treatments for terrestrial invasive plants. On-the-job training will be provided for plant identification, surveying, and data collection methods. The technician will help with invasive species-related





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education and outreach efforts such as local community events, collaborations with partners, and the creation of educational materials. The employee will be expected to work independently at times, or accompanied by an additional intern or technician. Settings in the field will entail roadside surveys and control, visits to material sites, monitoring of highly populated tourist areas, and possible flight-led trips to Kayak Island for a new plant management program.

Native seed harvesting includes conducting collection site surveys with the Program Manager, recording data via Survey 123, collecting genetically variable seeds utilizing the Seeds of Success protocol (SOS), and processing seed for germination testing. The technician will also assist in educational outreach opportunities that will increase awareness and understanding of native seed harvesting to community residents at various community events and local festivals. The employee will be expected to work alone in the field at times, but may be accompanied by an additional intern or technician.



When not in the field, the technician will be working in the CRWP Cordova office with a company laptop for onboarding, training, data entries and any other necessary office work.

The position is up to 40 hr./week Monday - Friday and includes a 1 hr. paid lunch on days when working in the field. This seasonal position is not eligible for holiday pay or approved for overtime work.

This outdoor field position is based out of **Cordova, Alaska**, as such has the probability of exposure to harsh weather conditions such as rain, wind, mud and extreme hot or cold. The technician may also be exposed to mosquitoes and other biting insects given the fact that most field work is in vegetative settings. All technicians will be required to engage in a Bear Safety Training and Field First Aid Training that will be virtually led. A personal vehicle is preferred, as the individual will be working alone at times and transporting tools, field gear, and personal supplies to field locations sometimes many miles apart.

Location and Housing:

Housing may be provided upon request, and details will be discussed with the applicant before hiring proceeds. Living stipends will not be available for this position.

Cordova is a landlocked coastal community located in south central Alaska and is not connected to the greater road system. The remote area is accessed via marine ferry or airline. As with many remote areas cell service can be a challenge even with major service



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providers. Cordova has 2 grocery stores but has limited restaurants, medical facilities, and other amenities.

A bicycle will be made available for the technician(s) to access nearby grocery stores, medical facilities, and restaurants.

Recreational activities may have exposure to a wide range of extreme conditions, including rain, wind, stinging and biting insects, large and potentially dangerous wildlife, rough terrain lacking trails, and temperatures ranging from 40 to 90 degrees Fahrenheit.

Work Duty Details:

The Invasive Plant Technician position is a field-based job starting **May 27th, 2025 through September 27th, 2025**, with the potential for extensions. The technician will work closely with the Watershed Stewardship Program Manager to carry out the following duties. Additional duties may arise with CRWP Cordova staff that could entail fish passage and stream restoration surveys, outreach or community events.

Minimum duties the technician will be expected to perform:

- Manually treat terrestrial invasive plants via manual or mechanical control such as; pulling, tarping, mowing, cutting, and seed head removal
- Manually collect appropriate amounts of native seed at directed locations with the ability to learn science-based practices to ensure the health of the plant population
- Accurately track field data in Survey123 via iPad or notebook
- Follow surveying protocols and assess areas of concern to your supervisor
- Process collected native seed to prepare for germination testing
- Assist with pre-season inventory and ordering of program supplies
- Maintain and repair hand tools or field equipment and gear
- Properly clean field gear to prevent further spread of invasive plants
- Professionally represent CRWP when in the field and performing various duties
- Direct or address general public questions or concerns when working in the field
- Participate and represent CRWP in community outreach events
- Maintain a regular schedule between the hours of 8:00AM-5:00PM M-F
- Assist with other tasks as assigned

Minimum requirements:

- Must be at least 18 years of age and have a valid driver license
- Willing to work outdoors through inclement weather
- Ability to hike and traverse on uneven ground for long periods of time
- Able to frequently lift up to 50 pounds
- Ability to work independently in the field



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Desired qualifications:

- Have access to a reliable personal vehicle
- Ability to engage and collaborate in group settings
- Ability to thrive in a small, remote town
- Demonstrate good communications skills and ability to interact with the public
- Preference for applicants with experience or relevant coursework in Environmental Science, Botany, Biology, and other closely related science-based subjects

More information regarding our Invasive Plant Program can be found here:
<https://copperriver.org/programs/invasive-plant-management/>

Please provide a **resume and 3 references** to executivedirector@copperriver.org and stewardship@copperriver.org by **February 7th, 2025**. Applications will be reviewed upon submission until the position is filled. A cover letter is not required, but it is strongly **encouraged**. Additionally, you may contact Amanda Jackson with any questions.

Amanda Jackson
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