



Ecological Collaborative Coordinator Position Announcement

Start Date: July 15, 2021 or sooner
Status: Regular, full-time 1.0 FTE
Compensation: \$55,000 to \$65,000, commensurate with experience w 10% raise after 90 days
Benefits: 401k with employer match, health insurance, paid time off, paid holidays.
Location: Headquartered in Hines, Oregon

About the Organization: High Desert Partnership is a nonprofit organization with a dedicated board of directors along with a team of seven permanent staff based in Harney County. We are in the business of bringing people together to find common ground in addressing rural challenges and opportunities. By working together we've found practical ways to tackle some of our community's challenges—restoring forests and wetlands, mitigating wildfire, creating opportunities for youth, and growing our local economy. We value building trusting and genuine relationships with diverse partners. We are grassroots and growing and seek candidates with adaptability and resilience for evolving programs.

About the job location: Harney County is the largest county in Oregon located in far south eastern Oregon of which about 75% of the land base is publicly managed. This position can work remotely but will need to regularly be in Harney County to build collaborative relationships with partners and work with a team-based staff environment. Candidates who have a love and concern for Harney County are encouraged to apply. We have dedicated office space at High Desert Partnership in Hines, OR. Travel in Harney County also will be required.

Why we need you: High Desert Partnership continues to grow. We are committed to supporting collaborative work occurring in Harney County in rangelands, wetlands and forests to address ecosystem problems from increased wildfire caused by exotic annual grass invasion to the declined aquatic health of Malheur Lake. You will play an essential role in (a) helping these collaborative initiatives in achieving holistic landscape scale land management through consensus based decision making and (b) building relationships with inclusivity to have diverse partners working together. Key traits we are looking for in this position include, strong understanding and experience in ecologically-based land management practices in multiple ecosystems. Curiosity to learn and deeply understand the HDP mission and eastern Oregon lifestyles. Ability to empathize and see the value in multiple points of view.



Position Purpose: We seek a full-time ecological coordinator who will work closely in a team environment to lead three ecological initiatives that HDP supports in forest, sagebrush steppe and wetlands ecosystems in southeastern Oregon. We place a high value on intentional relationship building and we strive to be inclusive and have diverse partners at our collaboratives. The ecological coordinator will work closely with the Shared Science and Monitoring Coordinator, the Communications Coordinator and Aquatic Health Coordinator as well as professional facilitators to achieve the goals of these collaborative groups.

Position details:

- *Support Ecological Collaboratives:* Includes logistical coordination, partner relationship building based in trust and accountability, communications assistance, development of shared science and adaptive management, assisting in grant writing, contracts and agreements and reporting.
- *Information Stewardship:* Work closely with HDP staff and collaborative partners for effective management and sharing of information. This includes working with a monitoring coordinator on implementing monitoring protocols, leading collaborative outreach events including field tours, workshops and presentations. Assisting communications coordinator with implementing communication plans of the collaboratives.
- *Additional duties:* Keep HDP board updated on the accomplishments and progress of the collaboratives by attending HDP board meetings, participation in professional development and skill building workshops, maintain accurate records of work, be the liaison between collaborative partners and funding agencies.

Preferred qualifications

Education and Certifications

- *Preferred:* Bachelor's of Science degree in a natural resources related field.
- *Required:* Valid driver's license and acceptable driving record.

Leadership capabilities and management experience

- Ability to supervise field staff and contractors.

Computer/software skills

- Fluency with standard office software and technology (e.g., Microsoft Office, Google Suite, video conferencing, etc.).

Communication skills

- Experience in meeting facilitation and/or group coordination.
- Excellent verbal and written communication.
- Ability to develop and deliver presentations to small- to medium-sized audiences.
- Ability to write progress reports and prepare documents for outreach or funders.
- Ability to listen and consider alternative opinions.



- Ability to effectively communicate with diverse partners.

Other knowledge and abilities

- Ability to manage multiple/complex objectives and maintain own deadlines.
- Ability and willingness to be physically present for meetings and field-based work.
- Knowledge of Great Basin ecosystems and experience with systems approach to landscape scale management.
- Self-starter who works effectively both alone and when coming together as a team.

Attitudes and Behaviors

- Strong sense of community and collaboration.
- Curiosity to learn and understand more about High Desert Partnership collaboratives and Eastern Oregon lifestyles.
- Ability to empathize with others.
- Values inclusivity, trust, and compassion.
- Highly organized and ability to work independently with little supervision.

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