

## **Wetland Restoration Specialist Public Lands Ecologist (PLE)**

This is a new and exciting opportunity to positively impact Wisconsin's valuable but threatened wetlands while enjoying personal workplace and work-life flexibility. Working remotely, most of the effort will be computer-aided analysis of potential restoration sites and designing/implementing restoration projects. But there will be some field work, primarily in eastern and southern Wisconsin, for site survey and restoration oversight. Depending on candidate availability, this full-time position could be split into two or more part-time positions, so candidates desiring part time employment should note that on their application and the number of hours willing to work per week. Compensation between \$21-\$23 / hour depending on qualifications.

Submit a letter of interest and your qualifications / experience for the position described below to [info@wisducks.org](mailto:info@wisducks.org). Questions may be addressed to [bross@wisducks.org](mailto:bross@wisducks.org). Applications will be accepted until 27 January 2022.

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The Wisconsin Waterfowl Association (WWA) is a 501(c)(3), membership-based organization, founded by hunters in 1984, and acting exclusively in Wisconsin. We protect, restore and enhance Wisconsin's wetlands; we educate and encourage waterfowler's progression along the "waterfowler's arc" from *wannabe* to harvester to conservationist; and we promote governmental policies that respect Wisconsin waterfowlers' role as responsible users of our state's natural resources. This position offers the opportunity to become a leader in WWA's rapidly growing role in state waterfowling issues. More information on WWA can be found at [wisducks.org](http://wisducks.org).

### **A. Public Lands Ecologist Background and Purpose**

**1. Background:** Wisconsin has lost approximately 50% of wetlands that were present prior to European settlement due to drainage, agriculture, development and incompatible land use practices. The restoration of hydrology in these wetlands will improve and increase habitats for waterfowl and other species of wildlife, improve retention of precipitation to prevent flooding in communities, filter groundwater, reduce runoff and erosion, and improve hunting and other recreational experiences.

Natural wild rice production in northern Wisconsin is on a long-term decline, which is further threatened by the impacts of climate change. Wild rice restoration or establishment in suitable state waters will create food sources and covers for wildlife.

**2. Purpose of Position:** As a member of WWA's Habitat Team, the PLE will work closely with DNR area biologists and managers to identify restorable wetlands and develop appropriate restoration plans on DNR-managed properties. The PLE will assist in identifying and securing funding (grants, etc.) to undertake these restorations and then monitor progress of each restoration. In addition, the PLE will work collaboratively with

WWA staff and volunteers, DNR habitat staff, and other partners to expand wild rice beds throughout the state, particularly in the ceded territories.

## **B. Activities of the PLE**

***WWA's PLE will:***

### ***1. Conduct desktop reviews, on-site surveys and develop site restoration plans and submit funding applications (60% of time):***

- Collaborate with WDNR wildlife area managers to identify possible restoration opportunities on the properties they manage.
- Develop desktop analyses of potentially restorable wetlands on lands and wild rice waters that are owned or managed by the State of Wisconsin for the purpose of identifying sound restoration candidate sites.
- Collaborate within the WWA habitat team and with the DNR to plan and focus project work in hi-priority geographic areas.
- Conduct field analysis and surveys for restoration potential and to gather data for project design.
- Propose candidate wetland restoration project sites for the purpose of work-planning, prioritization and funding with the Habitat Team and DNR.
- Develop site design plans (showing alternatives where possible) with scope of restoration work and project cost estimates.
- Develop and submit grant proposals, as appropriate, in cooperation with WWA and DNR staff to fund approved projects.

### ***2. Oversee site restorations and associated accounting (20% of time)***

- Prepare applicable project permit applications (local, DNR, federal) for wetland and waterway conservation projects.
- Develop, in collaboration with the WWA habitat team, site-specific agreements (SSAs) for approved projects that describe the roles and commitments of the participating partners.
- With assistance of WWA's Director of Administration, contract with restoration professionals to implement project designs and agreements.
- Visit project sites to observe restoration professionals for quality and performance to expectations.
- Assist WWA Director of Administration with invoicing DNR and restoration professionals.

### ***3. Oversee wild rice seeding restoration projects. (10% of time)***

- As a member of WWA Habitat Team, and working with the DNR and GLIFWC, coordinate the procurement, harvest, delivery and seeding of natural wild rice in Wisconsin's Ceded Territories.

### ***4. Support administration and record-keeping; Market the PLE position and accomplishments (10% of time)***

- Develop communications showing PLE activity and accomplishments for sharing with DNR and WWA membership.
- Occasionally participate in training offered by the Department and other cooperators that are relevant to the scope of work in this contract.

- Complete required paperwork to support WWA contractual obligations with the DNR and with sub-contractor restoration professionals.

[percentages of effort are estimates only for a brand new position]

### **C. PLE Work conditions and relationships.**

- The PLE will work remotely from a place of their choosing, but within 3 hours drive of both Milwaukee and Green Bay, subject to further discussion with candidates.
- WWA can provide laptop and cellular phone and reimburse connectivity fees.
- Expect initial projects to be in eastern Wisconsin. While most work will be performed behind a computer, travel will be required to potential restoration sites to evaluate and survey the site to create restoration plans, and eventually, oversee the restoration.
- The PLE will be responsible for travel using their personal vehicle, and WWA will reimburse at current mileage rates.
- Benefits include workers compensation insurance and 2 weeks paid vacation.
- Candidates must be physically able and willing to conduct surveys of restoration sites and monitor heavy construction work, under wet and muddy conditions.
- The PLE reports to WWA's Executive Director (ED), for the accomplishment of job responsibilities and works within the WWA Habitat Team. The PLE will work collaboratively with DNR wildlife area staff to carry out projects efficiently.
- The PLE collaborates closely with the WWA Director of Administration to report hours and expenses and coordinate restoration billing and invoicing.

### **D. Additional information**

- The PLE will have an undergraduate degree in a field that relates to wetland restoration, **or** 3 years wetland restoration field experience,
- This will be new position, so successful candidates will be self-motivated and able to succeed in a start-up work environment.
- Work with proficiency on personal computer and have strong facility with the MS Office suite and ArcGIS.
- This position will be funded at 40 hours per week. Depending upon WWA willingness and candidate desire, it is possible for the role to be split into two part-time positions. Candidates who prefer part-time are encouraged to apply and indicate that as their preference.
- This position is initially funded for 2 years and could be extended indefinitely.