



Ecological Restoration Training Coordinator

Job Description

Manage and coordinate a portfolio of ecological restoration sites for an entry-level restoration crew composed of people experiencing houselessness. Hired crew members also have access to a wrap-around suite of services to help them transition out of being unhoused. The primary duties of this role include conducting site visits to restoration sites, determining project needs, putting together a schedule of work for the crews, and coordinating with case workers, crew leads, and other supportive services as necessary.

Salary

Entry — \$70,000
Middle — \$79,000
Top — \$88,000+

Core Tasks

- Manage schedule of ecological restoration projects, including conducting site visits, determining scope of work, and reporting production numbers
- Collaborate with contracted crew leads to create a well-rounded schedule with a diversity of work experiences
- Coordinate with supportive services related to transitioning crew members out of houselessness, including mental health professionals, case workers, and housing specialists

Workplace / Environment

- **Work hours**
Approx. 40 hours/week
(At key milestones overtime work may be required to meet deadlines)
- **Environment**
Strong mix of field work and office work, with field work including site visits and **building relationships** with project sponsors
- **Travel**
Limited travel outside of focus area

Education / Prerequisites

Education Level

Education varies and is less important than experience in the area of work

Licensing

Valid WA State Driver's license required

Pre-Job Preparation

Employee must have high-level grasp of ecological restoration work, in addition to strong organization and coordination skills

Experience

Soft Skills

- Organization/coordination
- Relationship-building
- Communication
- Listening

Technical Skills

- Ability to understand ecological restoration project site needs
- Basic understanding of what crew work entails



Career Path: Alicia Kellogg

About Me

Green Start Program Coordinator for King County

B.A. in Linguistics, B.S. in Technical Communication,
Master of Landscape Architecture

Early Experiences

"I grew up in Renton, Washington, and went to the University of Washington from 2004-2009. I got two degrees: a **B.A. in Linguistics** and a **B.S. in Technical Communication**. When I graduated, I didn't know what I wanted to do. I got a job in **social media marketing** in 2009. I hated it. I quit that job. I went and did some **WWOOFing in Australia** — It was pretty cool. When that was done, I came back and worked for the Student Conservation Association (SCA). I got an internship in the **Great Smoky Mountains National Park**. It was like I suddenly understood everything I had just totally taken for granted. I was taking the mountains for granted. I was out in the Smokies and I was like, 'Oh my god, **trees are cool!** Why did I never notice trees before?' I came back, did a Google search for the word conservation, and I found the **Washington Conservation Corps (WCC)**. I ended up working there back in Washington for five years and became a supervisor of my own crew."



Sharpening Skills



"Then I wanted more skills. I went back to school in 2018 at the University of Washington for my **Master's in Landscape Architecture**. It's a three year program. It's really expensive. It was a big commitment, but I did it! I graduated and I got a job making \$58,000 a year."

Solidifying Interests

"I worked at **The Watershed Company** as a **landscape/restoration designer** while I was in school. I had a fantastic employer. Then this **job kind of fell in my lap** — I was invited to apply. It's honestly kind of my dream job. I love restoration and this job has a **social justice dimension**. It pays better too. When you work in one field long enough, people start to know you and they start to reach out and think of you. It did take a little while. I started my work in conservation in 2011. It took about 10 years, but now I'm at a point where **I know people all over the region.**"

About My Job

"I love restoration and this job has a social justice dimension"

Pros

- "My role is very **coordination heavy**. I love that because that means it's really **relationship-based**. It's really communications based."
- "The fact that I get to **work with those folks who are marginalized because of housing instability** means a lot to me. I care deeply about this region and the people who live here, whether you own a house, or you rent or you're living on the street."
- "The **people I work with are incredible**. I have a lot of latitude to be able to **fail safely** — to be able to fail in a way that's not going to cause someone to get injured or someone to lose their job."

Fieldwork

- "I get to go to restoration sites, look at them, and determine what other people should be doing. It's so cool because I get to **see restoration sites and experience them**."
- "In-person work usually will involve going by King Street Station, which is where all of our **supplies** are. Then I'll drive out to the **site, meet the crew**, and introduce them to the site. We'll do handouts, maybe **talk about a topic** like salmon, or I'll have guests talk to the crew."
- "We do a site tour where we'll talk about the scope of work. I'll **hand out maps** and work orders. Then I'll leave the crew and they'll do their work. Then maybe I'll go to another site visit or **meet with sponsors** and prepare for the next week."

Cons

- "I think the same things that are pros are also cons. It's kind of cool that **my job is a little undefined** and that I'm defining it as I go. It can be a challenge because oftentimes, something will come up and I don't know how to handle it and I guess and I'm like, 'Oh, that was wrong!' It's all learning, you know."
- "Ultimately, I think the Green Start program is so politically attractive that it will get funded again, but **funding is a huge limiting and constraining factor**. My job right now is a TLT, which is what the county calls temporary jobs. I don't know what the extended funding availability is for the position now."

Office Work

- "There's ebb and flow to me being in the field versus me being at home. My ideal day is to wake up, spend an hour doing **email** stuff and wrapping up stuff from the day before, then head out to in-person work and site visits."
- "After in-person work I'll usually come back in the afternoon and **wrap up my day on the computer**, doing follow up stuff. Those hybrid days are like my favorite days."
- "There are days when I wake up and I just sit here at my computer. I work all day at my computer. Those aren't as fun, although I often have **so much computer work** that I need to be doing that. But it's harder to do when you don't break up the day."

Skills

- "If you have **people skills**, if you are able to **ask questions**, and if you're **good at communication**, people will never want you to leave. Those three things are like this massive foundation of being a good employee that I think gets taken for granted."
- "The biggest asset I've had is **relationship building** — being unafraid to ask questions and being unafraid, especially in new jobs. You just have to get over that fear and awkwardness."
- "Ultimately, it's important to be able to **listen** to other people and hear what they're saying to you, but also understand how they work best."
- "It's all about **understanding your audience**, and then having the communication skills to talk to them. I think people really like working with me because I can be clear and talk at their level."
- "I think relationships are just really undervalued. **Relationships** are really important."

Education/Experience

- "I spent **five years doing crew work**, working outside 40 hours a week doing labor — physical labor."
- "Communication is really important. One of my degrees is **technical communication**. The point of that degree, which is now called HCDE (Human Centered Design and Engineering) is that you take technical information and you learn how to translate it to whoever you're selling."
- "The technical experience that it takes to actually do any one job are **a lot smaller than human skills**. They're over emphasized compared to just being a person that's pleasant to work with."
- "You want to work for someone who allows you to bring your **full self** to work and be entirely who you are. Anyone can learn GIS. It's so easy to learn GIS compared to learning how to just be a person and have conversations! That's hard!"

The Future of the **Green Start Program**

"This program needs to exist. We should be allowed to persist."

"My job is from **federal COVID funding**. Ideally, in the future, it would continue to look very similar to what we are doing now. We are working with people who need jobs and who want jobs and who are capable of doing work that our county partners are working on. We're **solving multiple problems at once** with this program. Ideally, Green Start will grow and we'd have **more crews in the future**. We'd have better processes set up to handle some of the conflicts that we've been dealing with.

"The biggest question mark is, **where's the money coming from?** It's a little hard to speculate about that. But boy, you know I feel like this program needs to exist. We're only one branch of it too. There are other branches that are working with King County Parks, on Parks crews, that are working with King County elections, doing totally different stuff. **We should keep growing**. We should be allowed to persist."