



# Duwamish Basin Steward

## Job Description

Basin Stewards will create an active work program of **restoration, acquisition, and coordinating revegetation efforts along the Duwamish River** in service of salmon recovery. You will have the opportunity to collaborate and build relationships with numerous county divisions and departments, partner jurisdictions, community organizations, and individual landowners and residents.

## Salary

Entry — \$106,100

Middle — \$120,296

Top — \$134,492

## Core Tasks

- Leading King County's efforts to support salmon recovery in the Duwamish through on-the-ground restoration efforts, acquisition, and creative problem solving.
- Coordinate, maintain and enhance a network of partner organizations focused along the Duwamish River and associated tributary streams.
- Serve as a key resource for internal and external partners regarding salmon recovery and ecological restoration efforts in the area.

## Workplace / Environment

- Work hours**  
**Approx. 40 hours/week**  
(At key milestones overtime work may be required to meet deadlines)
- Environment**  
Work will primarily be performed **remote in office environment**, field visits depending on season.
- Travel**  
Field visits **across the service area** up to 1-3 days per week.

## Education / Prerequisites

### Education Level

Master's degree in environmental sciences, community affairs, or a related field.

### Licensing

Valid WA Driver's License

### Pre-Job Preparation

Experience with engaging property owners to implement best practices. Familiarity with salmon recovery efforts in the Duwamish watershed.

## Experience

### Soft Skills

- Organizationally Savvy
- Excellent Communication
- Action-Oriented / Self-driven

### Technical Skills

- Writing Proficiency
- Project Management & Coordination
- Knowledge of natural resource management strategies



## Career Path: Alicia Kellogg

### About Me

Duwamish Basin Steward at King County

Master of Landscape Architecture from  
University of Washington

### Finding a Passion

"I didn't know what I wanted to do when I was in high school. I was really good at school, but I wasn't really a critical thinker, I just knew how to do school really well. It's so funny, I don't think I ever really stopped to think about if I enjoyed it. I went to college at UW and I just majored in things that I thought were cool, I struggled with the ambiguity of it all. I didn't have a set track in front of me. I got a degree in linguistics and a degree in technical communication, so I started to do some technical communication stuff. But, it just didn't resonate with me. So, I ended up going to do some WWOOFing (World Wide Opportunities on Organic Farms) in Australia, just because I could. From that, I went and did the Student Conservation Association, like WWOOF, they didn't really require any experience. And I just fell in love with conservation."

### Challenging Expectations

"I ended up working with the Washington Conservation Corps - I was outside 40 hours a week doing manual labor. I had always thought that I wasn't physically strong or physically capable, because I'm five feet tall, I'm a woman of color: I didn't see myself doing these kinds of jobs, but then I started to be a laborer and I was really good at it. I stopped stereotyping myself, I started to think about myself in different ways—as a leader, as strong. It really changed my life. Several years later, it turns out that all these things that I thought were true about myself just weren't. I had to challenge my own preconceived notions about who I was, and that was in some ways really hard, but in some ways really fun, because it's really fun to get to know yourself."

### Into the Real World

"I went back to school for landscape architecture. Certainly not a thing that I needed to do, and I didn't need to do it for the job I'm in now. This job opened up at a time that I happened to be available to take on a new job, and in a lot of ways, I feel like this is the job I've been working towards, even though it didn't used to exist. I feel like it's a very good fit for my skills and my passions. My career path sounds so inevitable, like one thing led to the other, but everything took a lot of second guessing and applying for jobs that I didn't get. I don't ever talk about the jobs that I applied for that I really wanted that I never got. Some of it is just like figuring out what I cared about, and on the other hand, figuring out what I wanted my day to day to look like. I'm 38 and I don't have any regrets about how I got here, and I've learned a little bit about myself through every job I've taken."

# About My Job

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"I love a lot of things about my job."

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## Pros

- "One of the things I really like is that my job is **very coordination-heavy and relationship-focused**. I get to talk to a lot of different kinds of people, with different knowledge and areas of expertise. A lot of my work is dependent on keeping up those relationships and keeping up trust and communication. **I really like that a lot and I really like people**. I think people are how we solve some of these wicked problems."
- "**I get to decide what this job looks like**. I get to figure out what I want to focus on, what solutions I want to pursue, who I want to be working with. I get to decide all that."

## Cons

- "Both a pro and a con of my job is that **it's a brand new position**. All the basins are difficult for different reasons. The Duwamish basin has a lot of jurisdictional complexity and a lot of stakeholders. It's dense, industrialized, and commercial compared to a lot of the other river systems in King County."
- "The downside of that is it's hard. It's really hard. There's **no pathway that's written out for me**. I have to figure that out. I make mistakes. I don't always talk to the right people. I don't always do the right forms. It's really challenging, and it takes a lot of perseverance."

## Fieldwork

- "I'm often **meeting with people to discuss problems and solutions**. I'm focused on the Duwamish River, so I'm often going out and looking at the actual sites. I have done **some creek walks with folks** on Longfellow Creek, on Riverton Creek, where we're going, looking, and understanding what it's like to actually be out there. It's really hard to try to solve problems if you don't actually have that first hand knowledge of what's going on."
- "When I actually get to go out and hear the creek flowing, see the trees, **it's just different**, you feel more ownership and stewardship."

## Office Work

- "My days **are highly variable**. My work is really coordination-based, I do a lot of meetings. It's nice to be able to **talk to people and be interactive**, but it's a little frustrating because I get behind on my inbox and stuff like that."
- "I'll usually have a few meetings in the day, and sometimes those meetings will be based on individual projects, a lot of the meetings I'm in are across teams. I'm doing a lot of emailing and a lot of planning. I try to schedule in time to go out to sites and to get outside and to get out of my house. I **have a lot of control over my schedule**, which I'm very lucky to have."

## Skills

- "I really like working with people who can write a good email. I also think it's really important to learn how to run a good meeting. When you get a job, **pay attention to the meta of it all**. It might sound boring, but they really affect who I look forward to working with."
- "I'm kind of like a Jill-of-all-trades, so I know a little bit about everything. Starting out that way, especially if you aren't sure what you want to do - **going for a breadth of skills rather than depth** - can help you in so many ways. By trying new things, that's really the only way you figure out what you like and what you don't."
- "There's so many cool jobs, and the only way you're going to find out about them is **by talking to people**. If that's not one of your strengths, that can be really hard. So figuring out ways that you can still plug into these networks, even if it's not through cold calling someone and going out for a coffee, because there's not really another good way to find out about the opportunities that are out there, other than through people."

## Education/Experience

- "One of the things I did early on, was I saw people who seemed like they had a really cool job, and **I did informational interviews with them**. I just learned about their career paths, and in some ways, tried to mimic that. I am **glad that I did that for myself**."
- "There was a time in my line of work where you really had to have a degree. Fortunately, that is a thing that's being phased out."
- "Expose yourself to as much as possible. One thing that's really tricky about conservation, is that you have to weather a lot of instability. A lot of **conservation jobs are seasonal**, or one-year, or grant funded. I think that if you want to work in the same line of work that I do, you need to **just experience as much as possible** and try out as many things as possible. I think the biggest thing you need to be prepared for in conservation is that it's a hard industry."

## The Future of Conservation

"At the time of us recording, it's the beginning of 2025, there's just **a lot of unknowns about funding**. That being said, I do think there are some trends in conservation, particularly in salmon recovery, towards **multi-benefit solutions**. It's kind of radical, we are trying to come up with ways to merge things: because we have a limited amount of space, we need to figure out ways to maximize what we're doing. I work on the Duwamish and everything's developed on the river. So maybe I can't do a project right on the river, but maybe I can go half a mile uphill and do a stormwater project, and that's what salmon recovery is going to look like in the Duwamish Basin. Because we're seeing the limitations that come with pursuing just one solution at a time, we're layering things on top of each other, which is really cool. It's really exciting. There's some unprecedented projects that have been happening recently that are because of really cool partnerships and people who are just determined to make work. I think **it's a really cool future** that's ahead of us."



# About Sustainability Ambassadors

We are here to **RAPIDLY ADVANCE A SUSTAINABLE FUTURE**. Empowering **YOUTH** to catalyze community sustainability, **TEACHERS** to integrate rigor with relevance for real-world impact, **COMMUNITY** to drive collective impact.

We support a year-round training program for over 60 highly motivated middle and high school youth, a Teacher Fellows Program, City-County CAP internships, and college-level interns, and work with hundreds of educators to design new models of problem-based, place-based learning around **a shared vision of educating for sustainability**.

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**Interested** in a future in solar? Take a look at the [Solar Jobs Census](#) to track solar job growth nationwide.

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**Grow** your professional sustainability skillset with the [Seattle Youth Good Program](#).

**See** Seattle's [Clean Energy Resources Map](#) to examine what the city is planning for a greener energy future.

**Check out** the [U.S. Green Building Council](#) to explore the sector's current opportunities. :

## Funder Acknowledgement



**King County**

Department of Natural Resources and Parks  
**Wastewater Treatment Division**

