



Habitat Restoration Crew Member

Job Description

A Habitat Restoration Crew Member works on projects that **improve the environment** and **protect local waterways**. This includes restoring habitats by removing invasive plants, planting native species, and controlling erosion. Crew members also help **build and care** for **Green Stormwater Infrastructure (GSI)**, like rain gardens, bioswales, and small wetlands that filter and manage stormwater.

Salary

WA Average
Entry — \$43,000
Middle — \$58,000
Top — \$89,000

Core Tasks

- **Remove** invasive plants and **install native vegetation** following project plans.
- **Assist** with **erosion control** installation and general site restoration work.
- **Support** daily **crew operations** by handling tools, materials, and basic field documentation.

Workplace / Environment

- **Work hours**
Approx. 40 hours/week
(At key milestones overtime work may be required to meet deadlines)
- **Environment**
Time spent at an office, field station, or equipment yard **preparing tools, materials, documentation**, and **daily work plans**.
- **Travel**
Travel to local **project sites** using work vehicles, with **occasional travel** between multiple sites.

Education / Prerequisites

Education Level

AA/BA degree in Environmental Science, Ecology, Natural Resources, or a related field.

Licensing

Valid driver's license; First Aid/CPR or field safety certifications preferred.

Pre-Job Preparation

3+ years of environmental fieldwork experience preparing candidates for physical outdoor restoration work.

Experience

Soft Skills

- Teamwork
- Physical stamina
- Attention to safety
- Reliability
- Ability to follow instructions and work independently

Technical Skills

- Invasive species control
- Native plant installation
- Erosion control methods
- Hand and power tool use
- Basic field data collection



Career Path: Tavia Eilers

About Me

**Habitat Restoration Crew Member at
Stewardship Partners**

Bachelor's Degree in Environmental Studies –
Western Washington University

High School Life

"In high school, I had **zero clue** what I wanted to do, especially when I was younger. I had a really hard time with **thinking** and **planning** for my future. And very quickly figured out that, with the knowledge that **I don't want to be working inside every day**, I need to find something that gets me and keeps me outside."

I grew up in a pretty **outdoorsy family**. We were doing multiple **camping** trips a year, lots of hiking, just being outside, not needing to be engaging in anything. From an early age, I developed that **love** and **appreciation** for nature and plants and animals. I think that love of nature really has carried through my educational journey and job choices. This work gives me a good outlet for that."



College Choices

"I went to **Western Washington University** because I heard that they had a good **environmental program**, and I really enjoyed the location. It was right by the water, also by the mountains and trees. I majored in **environmental studies** with an **emphasis in geography** because environmental studies as a whole is so broad, which is something that was appealing to me because I didn't know what I wanted to do but could kind of figure out a pathway. But **my degree is so broad**, I don't feel like I have any super specialized skills that a lot of jobs are looking for, so it was a little bit frustrating."

Into the Real World

"Then I also got an internship with **Whatcom Land Trust** and was a community engagement intern, which meant **interacting with the community** a lot. It was not something I was initially comfortable with, but I did end up really enjoying that. I got to work with our **stewardship team** doing and learning things that are very similar to what I'm doing in this current position. I also got to work with the **volunteer coordinator** a lot; that was my main job. So, I got to help run events, just like really help to bring the community into the work that the land trust did."

I was looking for an internship in the Bellingham area in an **environmental field**. It was very **competitive** because there are a lot of people also looking for jobs and internships, but I got it with the Whatcom Land Trust, and it really **helped me forward my career**."

About My Job

"I get to see very measurable change with the work that I'm doing."

Pros

- "I get to work **outside every day**, which I really love."
- "There's a lot of **variety**, and I'm **never bored** with what I'm doing."
- "It's always **changing**, and that's something that I really value."
- "I love working outside knowing that I'm **helping create healthy habitat**."
- "To see what I've done and know that's going to **create such a positive impact**."
- "I do enjoy **volunteer events**, bringing the community into the work."

Cons

- "You have to **deal with bad weather**, especially when it's cold, and I do not enjoy that."
- "I have a bit of a **struggle with thinking forward and planning**."
- "I'm only really working with **two people** every day."
- "I don't think my body is going to be able to be doing **manual labor forever**."

Fieldwork

- "I don't do any office work, it's all out in the field."
- "**Removing invasive species** that are crowding out native plants and preventing healthy habitat."
- "We do **green infrastructure**, and we've been doing that more in the winter."
- "Doing **hands-on restoration** work, we'll grab our gear, throw it in the truck, take any plants if we're going to be **planting**, and **go out to our location**."

Expertise

- "I do **habitat restoration**, especially in this part of the country."
- "We've been **maintaining** and also **installing** a couple of rain gardens."
- "**Digging dirt, moving rocks and soil, then planting** and creating a functional rain garden basin."
- "I do **green infrastructure work**, like **rain gardens** and **biofiltration boxes** that deal with stormwater runoff."

Skills

- "Have **background knowledge** and **take classes** that are environmentally focused."
- "You need **experience; volunteer at work parties**, and do **restoration**. You can start that at an early age."
- "Learn to **identify plants** and **animals** and how to **remove invasive species** and how to **plant**."
- "Experience through **internships** is super helpful."

Education/Experience

- "I majored in **environmental studies** and went to **Western Washington University**."
- "I would do **volunteer work parties** and **volunteer restoration** work."
- "I got an **internship** with the **Whatcom Land Trust** and it really helped to forward my career."
- "I also got to work with the **volunteer coordinator** a lot, and that was my **main job**."

The Future of **Environmental Restoration**

"I think that restoration will always be prevalent."

"I think that **restoration** will always be prevalent, especially in this area in Western Washington. Because of the **salmon population** here, people will always get behind that kind of work. Salmon are so important culturally and as a symbol of **healthy ecosystems** here.

I think that with our **current administration** that doesn't particularly care about the environment, it is kind of a discouraging time to be working in anything environmentally related, just with the **lack of funding**, and it feels like a general **lack of care** from plenty of people. But I believe that will change, and there are always going to be people that do care.

I have not noticed a whole lot of changes from the restoration side. I have noticed that, even though I'm new to all this, **green infrastructure** is becoming **more prevalent** and **more recognized**.

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*.

Your Green Jobs Future

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Find career opportunities near you now! Use [Career Connect - Washington's](#) tool to find programs to build your career skills.

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

Explore [RVC's opportunities](#) to work with organizations led by communities of color.

Dive into the [Center of Excellence for Clean Energy's](#) robust career tools in the sustainable energy sector.

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



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Wastewater Treatment Division

