

POSITION DESCRIPTION

CONFLUENCE AMERICORPS PROGRAM

The Confluence AmeriCorps Program advances environmental equity through innovative partnerships with local organizations in the Portland metropolitan area. We offer life-changing service opportunities that engage members at the intersection of environmentalism and social justice while promoting individual leadership and development. This position is a dynamic combination of serving with a Project Partner on a dedicated project (80%) and engaging in professional and leadership development opportunities alongside a member cohort (20%). www.confluencecenter.org

EQUITY & INCLUSION

Confluence does not discriminate against any person or group on the basis of race, age, creed, color, religion, national origin or ancestry, gender identity, ability, sexual orientation, expression, pregnancy, parents/guardians with children, or veteran status. Confluence is committed to a diverse workplace, and to supporting our members and staff with ongoing equity trainings and career development opportunities. Confluence, like many environmental programs, has historically been a predominantly white space, and in an effort to decolonize dominant structures of oppression, **we strongly encourage people of color to apply.**

Confluence provides reasonable accommodations to applicants and employees. Applicants with disabilities may request a reasonable accommodation and/or alternative formats at any point in the employment process.

DATES OF SERVICE

September 4, 2024 – July 25, 2025 (11 months – 1700 hours)

POSITION TITLE

Outreach & Riparian Specialist

PROJECT PARTNER

Johnson Creek Watershed Council, jcw.org



POSITION SUMMARY

This position is a partnership between Confluence Environmental Center, AmeriCorps Program and the Johnson Creek Watershed Council. The Outreach & Riparian Specialist will build on the successes of previous AmeriCorps Members in the following ways:

- Restoration Projects (25%):
 - o Design, implement, and maintain riparian restoration projects along Johnson Creek and tributaries under the supervision of the JCWC Riparian Program Manager.
 - o Conduct creekside landowner outreach and recruitment for restoration work.
 - o Support workforce development and volunteer training efforts of Garlic Mustard Interns
- Outreach Projects (50%):
 - o Initiate and lead educational activities with school and community groups
 - o Support coordination of volunteer restoration events
 - o Build partnerships with culturally-specific organizations and underrepresented community groups.
 - o Create and distribute outreach materials for upcoming events
 - o Facilitate volunteer recruitment, communication, and volunteer database tracking.
 - o Recruit cohorts of watershed interns

- Community Science (5%):
 - o Support wildlife survey projects and help plan and host educational community events

The Member will participate in Confluence led professional development activities: Professional Development Series, completing a Change Agent Project, team meetings, National Service events and other self-directed development opportunities (20%).

ESSENTIAL FUNCTIONS (to include, but not limited to):

- Serve with the JCWC Volunteer Program Manager to a) plan, recruit for, and coordinate volunteer events at sites identified for volunteer stewardship, occasionally in the evenings or on weekends; and b) recruit intern cohorts. This will include building partnerships with culturally specific organizations and underrepresented communities.
- Recruit, coordinate with, and lead educational groups in service-learning projects as COVID permits; use existing or create new curriculum for these as needed.
- Design, implement, and maintain riparian reforestation projects along Johnson Creek and tributaries, working with partners (Portland Parks and Recreation, City of Gresham, Wisdom of the Elders, AmeriCorps NCCC) as appropriate; conduct initial site assessments and develop planting, monitoring, and weed management plans; order plants and supplies; track and report results and expenditures. Conduct project monitoring and reporting at completed and ongoing restoration projects – e.g. photo monitoring, vegetation cover transects.
- Conduct outreach and recruit private landowners for restoration projects and be a technical resource and offer trainings for landowners with a goal of increasing landowner participation in long-term maintenance. This could include organizing landowner tours / restoration showcases on private property to encourage peer-to-peer sharing – occasionally in the evenings or on weekends.
- Support social media and website maintenance.
- Manage the tool room, help maintain a clean office, attend meetings, respond to emails, etc.
- Complete and submit all necessary paperwork and reports in a timely manner; attend and complete all training and service requirements; wear Confluence uniform and/or appropriate identifiers and required safety gear while performing service or attending official events.
- Abide by program and AmeriCorps policies. Under no circumstances will Members be asked to perform prohibited activities outlined in the approved grant.

POSITION REQUIREMENTS

- Background (education or specific experience) in natural resource management, botany, river restoration, or a related field, ideally including familiarity with Johnson Creek Watershed flora (native and invasive) and Pacific Northwest restoration strategies and species.
- Experience conducting educational activities with youth.
- Experience with managing multiple projects/tasks; ability to prioritize, meet multiple deadlines.
- Ability to lift and carry up to 50 pounds, and to walk uneven terrain through adverse conditions (hot/dry, cold/wet).
- Computer Proficiency: Microsoft Office Suite, Gmail, photo downloading, basic file organization.
- Willingness/openness to learn about and discuss racial equity and social justice issues.
- Ability to serve as part of a diverse team.
- Regular and reliable attendance and dependability.
- AmeriCorps Members must be: 18 years of age or older at beginning of service term; U.S. citizen, national or lawful permanent resident; in possession of a high school diploma or equivalent, or commit to earning one prior to receiving education award; able to commit to the full term of service; able to successfully pass a fingerprint criminal history background check and satisfactory report from the National Sex Offender Public Website (NSOPW) prior to the start of the position.

PREFERRED QUALIFICATIONS

- Experience designing, installing, and maintaining riparian restoration projects.
- Experience managing volunteers, youth work-crews, and/or contractors.
- Spanish, Russian, Vietnamese, Chinese, or other language proficiency.
- Experience working with low-income communities and/or communities of color.
- Digital mapping experience, including in ArcGIS.

- Database management (Salesforce, Vertical Response, or similar).
- Familiarity with Wordpress, social media, and/or graphic design.

MEMBER BENEFITS INCLUDE

- \$19,200 living allowance paid over the 11-month term of service (approx. \$1,745 monthly, before taxes).
- \$7,395 education award (qualified student loans and/or education expenses).
- \$1,300 in additional compensation from Johnson Creek Watershed Council.
- Travel Reimbursement from Johnson Creen Watershed Council for work-related transport, including regular commuting to and from JCWC office (when/if that resumes).
- Reimbursement for work-related communications expenses (internet connection, cell phone), up to \$100.
- Reimbursement/payment for professional development opportunities from Johnson Creek Watershed Council, up to \$1,000.
- Loan Forbearance
- Health Care Insurance
- Child Care Reimbursement
- \$100 Training Fund
- Professional Leadership Certificate, Trainings and Networking opportunities such as EDI and Environmental Justice (trainings valued at ~\$23,000).
- May be eligible for Supplemental Nutrition Assistance Program (SNAP)
- Monthly TriMet passes available.
- Mileage reimbursement for Confluence trainings.
- May be eligible for free BIKETOWN membership.

PROJECT LOCATION & TRANSPORTATION INFORMATION

- 4033 SE Woodstock Blvd, Portland OR 97202
- AmeriCorps Member will have access to Council vehicles for Council-related activity
- AmeriCorps Member will be eligible for mileage reimbursement from the Council for use of Member’s personal vehicle, as agreed upon by Council staff.
- Council office is located on or close to two bus lines (19 and 75)

HOW TO APPLY

STEP 1: Apply to Project Supervisor: *(Conducts first round interviews and recommends top candidates to Confluence)*

Email the following items to Marlee Eckman at marlee@jwc.org, (971) 917-4518:

- **Résumé**
- **Cover letter (1 page)**
- **Contact information for three references (name, title, relationship, email & phone)**

STEP 2: Interviews: If selected, you will be offered an interview with the project partner.

Top candidates will be emailed to Confluence, who will conduct a second interview before making a decision.

QUESTIONS ABOUT CONFLUENCE OR AMERICORPS?

Megan Brown | Recruitment and Program Coordinator | 503-719-6779 | mbrown@confluencecenter.org