

# Trout Run Watershed Coordinator

**Salary**

\$52,249.60 - \$78,790.40 Annually

**Location**

Decorah - 52101 - Winneshiek County, IA

**Job Type**

Full-time

**Job Number**

25-01058

**Agency**

542 Iowa Department of Natural Resources

**Opening Date**

10/24/2024

**Closing Date**

11/7/2024 11:59 PM Central

**LinkedIn Tag**

#LI-POST

**Point of Contact**

Michael Siepker; 563-380-3424; michael.siepker@dnr.iowa.gov

**To Apply**

The Department of Natural Resources encourages all applicants to upload a current resume and cover letter to their online application.

## Job Description

**Only applicants who meet the Minimum Qualification Requirements and meet all selective requirements (listed below) will be placed on the eligible list.**

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Are you passionate about improving water quality and making a lasting impact on Iowa's aquatic resources? Do you want to work alongside dedicated fisheries professionals with a shared goal of enhancing fishing opportunities through conservation? If so, the Iowa Department of Natural Resources (DNR) invites you to apply for the position of Watershed Project Coordinator in the DNR Fisheries Bureau!

The position will be stationed at the Decorah Fish Hatchery, a facility renowned for its role in raising rainbow trout for stocking streams across Iowa. The hatchery is a cornerstone of the local community, both for its contributions to Iowa's fisheries and as a beloved tourist destination. Nestled in the charming town of Decorah, known for its vibrant culture, outdoor recreation, and strong conservation ethic, you'll have the opportunity to work in an area that is deeply connected to its natural resources.

This unique opportunity will allow you to lead water quality improvement projects that directly benefit fisheries and aquatic ecosystems in assigned Iowa watersheds. By collaborating with conservation organizations, agricultural stakeholders, and other local partners, your work will play a crucial role in improving water quality, reducing pollution, and ultimately enhancing the health of Iowa's water bodies for fish populations and recreational anglers alike.

Key Responsibilities:

- **Water Quality Improvement:** Lead the development and implementation of EPA-approved 9-element watershed plans and other alternative plans to address impaired waters. Collaborate with local and regional stakeholders to identify and address critical water quality issues, including sedimentation, nutrient runoff, livestock manure, and pesticide contamination in priority watersheds. You will be directly improving water systems that affect fish hatcheries and community water resources.
- **Conservation Practice Implementation:** Work with farmers, landowners, and urban stakeholders to install and promote best management practices (BMPs) such as cover crops, bioreactors, stream buffers, wetlands, saturated buffers, and no-till farming. These efforts will reduce sediment and nutrient loads to improve water quality for fisheries and other aquatic life. Other projects may include livestock management, riparian zone restoration, and stream bank stabilization.
- **Collaboration with Fisheries Professionals:** A key aspect of this role is working closely with the DNR Fisheries Bureau to support aquatic resource management. You'll collaborate with Fisheries Management Biologists to assess and enhance fishery habitats and improve water conditions to benefit Iowa's fish populations. You may also assist with fish sampling activities, fish kill investigations, trout culture activities, and habitat improvement projects on private lands.
- **Project Coordination & Evaluation:** Manage administrative and technical functions of watershed projects, including tracking budgets, completing reports, and ensuring compliance with state and federal guidelines. Coordinate meetings with project sponsors, stakeholders, and partners. Continuously evaluate project success through monitoring and modeling techniques, ensuring that BMPs are effectively improving water quality and addressing project goals.
- **Public Outreach & Education:** Develop and implement educational programs that raise awareness of water quality challenges and promote BMP adoption. Organize and lead public outreach activities such as informational meetings, field days, newsletters, and workshops. Survey community feedback to ensure project alignment with local needs and concerns, fostering strong community involvement and support for water quality improvements.
- **Partnership Building:** Work closely with agencies and organizations like IDALS, SWCD, NRCS, Trout Unlimited, and local watershed groups to secure funding and promote successful project implementation. Apply for state and federal grants to support ongoing conservation efforts and water quality projects.

- **Water Monitoring & Assessment:** Perform technical duties related to water quality monitoring and evaluation. Use tools such as GIS, land-use assessments, and water quality models to identify priority work areas and track the progress of implemented practices. Your work will directly inform decisions to protect and restore vulnerable fisheries and water systems.
- **Leadership in Water Conservation:** As the primary point of contact for your assigned watersheds, you'll provide technical expertise, project updates, and guidance to local partners and stakeholders. This includes collaborating with DNR Nonpoint Source and Water Quality teams, Source Water Protection Programs, and participating in Fisheries Bureau meetings to integrate watershed health into broader aquatic conservation strategies.

The Watershed Project Coordinator position offers the chance to work at the intersection of water quality and fisheries management. By improving water quality, you will have a direct impact on the health of aquatic ecosystems and the quality of fishing opportunities for Iowans. This role integrates conservation, science, and public engagement, making it an exciting and fulfilling opportunity for those dedicated to making a difference in Iowa's natural resources.

Join Us in Making a Lasting Impact!

If you're driven by a passion for conservation, excited by the prospect of working in a collaborative and mission-driven environment, and ready to take on the challenge of improving Iowa's water quality to support thriving fish populations, we encourage you to apply!

### **Essential Functions**

- Lead and manage assigned projects; develop, facilitate, and review watershed and source water protection plans; assist public water supply with Source Water Protection (SWP) Phase 2 plan and development and Implementation.
- Communicate effectively through written reports, oral presentations, and formal presentations to various groups including professionals, landowners, community members, and stakeholders. Develop and maintain relationships with agency partners, watershed leaders, citizen groups, private-sector partners, and other key stakeholders. Facilitate public workshops, field days, and local SWP team meetings.
- Prepare technical and non-technical documents, including comprehensive resource management plans, grant and project reports. Provide comments and feedback on planning and implementation activities. Analyze water quality, quantity, nonpoint source pollution, and source water protection issues, and develop mitigation strategies. Evaluate environmental principles related to pollutants and interpret the relationships between agricultural production, urban development, hydrology, and nonpoint source pollution.
- Establish and manage project contracts, review and approve claims, invoices, and deliverables. Prepare and interpret financial tracking documents and make budgetary determinations. Maintain effective contract administration strategies.

- Use computer technologies and Geographic Information System (GIS) mapping tools at an advanced level. Work independently, adhering to departmental policies, work rules, and safety standards. Perform physical labor, including lifting equipment up to 50 pounds and working in rugged terrain. Operate motor vehicles safely, work evenings and weekends, and travel as needed for project objectives.

### **Critical Job Competencies**

Accountability, Integrity, High Productivity, Customer Focus, Team Player, Mathematical Reasoning, Creative Thinking, Problem Solving, Interpersonal Skills, Technical Skills (fisheries biology, natural resources planning, project management, problem solving), Communication Skills (oral and written), Computer Skills, Self-Management, Flexibility, Attention to Detail, Common Sense, and Positive Attitude.

### **What You Get From Us:**

- A competitive pay plan and rewarding work.
- Insurance benefits that start the first of the month following 30 days of employment.  
(Premiums can start as low as \$64/month for single and \$210/month for family coverage).
- Separate vacation and sick leave accruals that start on the first day and can roll over annually.
- Nine paid holidays/year.
- Iowa Public Employee Retirement System (IPERS) retirement package with employer match.
- Optional deferred compensation (457/401A) plan with employer match.
- Professional training opportunities.
- Family friendly and professional work environment.
- Employee Discount Programs (vision, cellular, fitness, recreation, season passes, travel, counseling)

The State's total compensation package features benefits that are worth about 30% of your total compensation. For a list of additional benefits, please visit the [DAS website](#) for more information.

### **Comments**

This position is currently assigned to the Trout Run Watershed and is stationed out of the Chuck Gipp Decorah Fish Hatchery (2325 Siewers Spring Road, Decorah, Iowa 52101).

Pesticide applicators license with category 5 certification (obtain within 6 months of initial employment) required.

College or university students that are pending graduation in December 2024 with a bachelor's degree in a natural science are eligible to apply for this position.

The starting salary for new state (Executive Branch) employees is expected to be at

the base of the pay range. Additional salary increases may occur after the first six months, and then annually (if applicable). The State's total compensation package features an outstanding set of employee benefits that are worth about 30% of your total compensation. Visit the [DAS website](#) for more benefit information.

For more information about DNR Employment Opportunities and position specific notices, please visit the [DNR Employment](#) website.

The State of Iowa is an Equal Employment Opportunity Employer.

### **Iowa DNR Mission**

To conserve and enhance our natural resources in cooperation with individuals and organizations to improve the quality of life in Iowa and ensure a legacy for future generations.

## **Selectives**

006 Agriculture 6 months' experience, 12 semester hours or a combination of both in agriculture or horticulture. The 6 months' experience must include working on a farm.

OR

450 Natural Resources 6 months' experience, 12 semester hours, or a combination of both in one or in a combination of more than one of the following: • Ecology • Environmental planning • Soil conservation • Biological sciences • Waste water treatment • Forestry • Engineering related to natural resource areas (dams, sanitary engineers, etc.) • Outdoor recreation planning • Physical sciences • River basin planning • Geography • Wildlife management

OR

456 Nutrient Management 18 semester hours in agronomy, chemistry, water resources, or biological sciences, or 6 months' experience in nutrient management which would have resulted in an ability to demonstrate an understanding of: • Nutrient loading and transport principles as applies specifically to nitrogen and phosphorus. • Nutrient management plans for agricultural production. • Iowa's nutrient budget. • Environmental principles and terminology in the areas of nonpoint source pollution, nutrients and water quality. • Nutrient management, soils and agronomic principles and practices. • Potential sources of NPS pollution, nutrient cycling and effects of nutrients on aquatic ecosystems. • Nutrients and their relationship to Iowa's impaired waters (Section 303(d) list) and Total Maximum Daily Loads. • Iowa's Nutrient Management Strategy. • Ability to write and understand environmental rules, and the ability to communicate effectively the impacts of proposed or adopted rules. A combination of the required education and experience would qualify.

OR

657 Soil Conservation 6 months' experience, 12 semester hours, or a combination

of both in the prevention of soil erosion due to a variety of causes – soil contamination, fires, natural disasters.

OR

900 Fisheries Biology 6 months' experience, 12 semester hours, or a combination of both.

## **Minimum Qualification Requirements**

Graduation from an accredited college or university with a Bachelor's Degree in natural science

OR

an equivalent combination of experience and education substituting one year of full-time professional work in an environmental, radiation control, environmental health or food sanitation program for each year (30 semester hours) of the required education.

For additional information, please click on this [link to view the job description \(Download PDF reader\)](#).