

JOB ANNOUNCEMENT



Position: Water Resources Scientist (Mid-Level)

Brief Description of Position: Lichen Land and Water, Inc. (Lichen) is seeking a technically-oriented and community-minded scientist to work with our team. This individual will use their own passion and curiosity to creatively balance technical and collaborative strategies to solve important land and water resource issues around the Western US. We seek a scientist who brings a desire to think, communicate, and work across multiple dimensions (e.g. time, space, discipline, and social) to build health in ecosystems and communities.

This position is full-time, exempt, with a base work week of 32 hours per week.

Location: We are headquartered in in Portland, Oregon. We prefer but do not require that our employees have a local presence. The successful candidate can work remotely but must live within the region and have the ability to access our project areas with reasonable time and cost.

Posting Date: March 4, 2025

Who Can Apply

Lichen encourages applicants of all races, creeds, sexual orientations, backgrounds, and personal viewpoints.

Company Introduction

Lichen is a small, water and land resource sciences firm based in Portland, Oregon, established recently in 2024. Our current focal areas include watershed and floodplain management, river restoration, and community resilience. We work with and consult for non-profit, Tribal, and governmental organizations to build support for, plan, design, and implement projects that improve health of watersheds and landscapes. In addition to providing technical expertise, we take a collaborative and community-focused approach to promote harmony at the interface of communities and the environment. We are currently a staff of two scientists (and two part-time dogs). We work with numerous collaborators and clients throughout the Pacific Northwest and Rocky Mountain regions.

You can learn more about us at: www.LichenLandWater.com

Desired Minimum Qualifications

- BS or MS (preferred) degree in watershed or landscape science or related field
- 5-10 years of applied experience in watershed or natural sciences
- Demonstrated history of diligent work in a relevant scientific field on applied issues that benefit the coexistence of nature and people
- Demonstrated history of critical thinking to solve resource challenges through a mix of independent and team work

Detailed Job Description

Lichen is seeking a mid-level scientist to grow and work closely with our team and partners to make a positive difference on land and water resource challenges. Our approach to science and consulting requires curiosity and passion for solving technical issues, while working collaboratively with diverse and changing teams. This individual will leverage their own training and background in water resource science to creatively tackle assessment, planning, design, and monitoring projects.

Our projects occur at the interface of ecosystems and community. This interface plays out in various forms, scales, and environments across our region, from urban environments to working lands. At this time, Lichen most often works in the vicinity of rivers, floodplains, and coastal zones to restore function, address degradation, reduce risks, and build resilience. The successful candidate would have the opportunity to work on a diversity of project types (below) and would be encouraged to expand into new and emerging issues based on their own interests and community needs. There are expansive opportunities to learn and grow in this position.

This scientist will conduct field work, data analysis, GIS, modeling, and applied science to inform strategic decision-making and resource management. The specific technical topics may include watershed science, geomorphology, river function, hydraulics and flood risk, floodplain resilience and management, habitat analysis, mapping, watershed hydrology, hydraulics, groundwater science, engineering geology, riparian ecology, landscape ecology, aquatic ecology, fire resilience, among others. Cross-disciplinary backgrounds and expertise are valued and encouraged.

We work hard to translate our technical analyses through clear written, verbal, and visual communication, with the goal of building understanding and support amongst interdisciplinary colleagues and the public. At the same time, we seek learning opportunities in the hopes of growing together with our project partners. This position requires the ability to work with a diversity of folks through teamwork and effective communication.

The successful candidate will have the ability and desire to manage projects and business development efforts. We are a small firm that requires cross-disciplinary work and a willingness to tackle a variety of tasks and challenges.

Specific Project Types Anticipated

- River restoration assessment, planning, evaluation, and design
- Channel migration zone and floodplain mapping
- Floodplain management and resilience
- Geomorphic assessments
- Monitoring and adaptive management
- Hazard and risk assessments
- Watershed studies and sediment assessments
- Hydrologic studies
- Land use and natural resource planning
- Conservation and restoration planning
- Group facilitation and community engagement
- Policy and program support

Skills Exercised in This Position

The successful candidate will bring several of these skills, with a desire to grow in others:

- Application of scientific concepts and principles
- Effective communication (written, verbal, visual, listening)
- Field methods (sampling, assessment, survey, field instrumentation)
- GIS mapping (analysis, cartography, data management)
- Standard computer software skills (documents, spreadsheets, presentations)
- Modeling and computer simulations (e.g. Python, R, others)
- Science communication, teaching, and facilitation
- Graphic development
- Project budgeting (development, management, tracking)
- Project scoping and scheduling
- Task and Project management
- Networking and community participation
- Business development and proposal writing
- Remote sensing, including unmanned aerial systems (UAS) operations, data acquisition, and processing
- Hydrologic and hydraulic modeling
- Use of Artificial Intelligence in multiple applications and platforms

Professional Licensure

If applicable, we prefer that the individual is licensed or certified in their field of specialty.

Competencies and Responsibilities

- Problem solving
- Critical thinking and judgment
- Proactive and entrepreneurial mindset
- Effective communication, in multiple formats and environments
- Interpretation and synthesis
- Adaptability
- Organization of self and teams
- Adherence to QAQC protocols
- Continuous improvement
- Respectful treatment of self and others
- Working within time and budget constraints
- Working independently and collaboratively
- Curiosity and creativity

Management Responsibilities

- Conduct work in a professional manner and in accordance with the organization's policies and applicable laws.
- Manage projects and project tasks
- Ensure team and individual work is conducted safely and with proper protective equipment and practices.
- Oversee multiple work sites, projects, and logistics
- Balance independent and collaborative work. Shows care for self and others.

Work Environment

The following are representative of conditions encountered while performing the essential duties and functions of the job.

- Field work (typically 5-15% of work) – Work in outdoor conditions under variable weather and site conditions. The employee will be expected work within reasonable (safe) conditions while conducting themselves safely and in accordance with safety policies and procedures. The employee must have an active drivers license. The employee must occasionally lift and/or move up to 25 pounds.
- Office work – The majority of work will include work at a computer or in collaborative exchange with colleagues in remote or in-person meetings. Accommodations will be made for ergonomics and posture to support health and wellness.

This work will begin as remote – the employee will need a home office with high-speed internet access and conditions suitable for focused work. The position may require work in the office as the

company grows, evolves, and establishes physical office spaces. Lichen will provide a laptop computer and the necessary equipment for your job.

Compensation & Benefits

Pay: \$41-48/ hour, depending on qualifications and experience.

Work Schedule: This is a full-time exempt position, with a base work week of 32 hours. Employees are paid based on their hourly salary rate and the hours they actually work in a pay period. This may include pay for bonus hours worked above and beyond 32 hours per week. The position may require more than 32 hours per week based on workload requirements. As a firm, we work to manage but cannot guarantee workloads at the employee's desired level (e.g. 40 hours).

Paid time off (PTO) Full-time employees, working 32 hours per week or greater, will accrue PTO at an equivalent of 3 weeks (120 hours) per year. Accrual rates grow with years of service at the firm according to a schedule defined in our employee handbook.

Sick leave: Full-time employees, working 32 hours per week or greater, will accrue sick leave at the equivalent of 3 days per year.

Retirement (401k): Lichen offers a 401k retirement plan through Fidelity. Lichen matches up to 4% of the employee's salary based on the level of employee contribution. The maximum employer contribution is available when the employee contributes 5% or more of their salary.

Supplemental Paid Family Medical Leave (PFML): For staff members who live in states without government-provided PFML plans, we offer 2 weeks (10 days) of supplemental PFML.

Benefits: Lichen is a new firm with plans to offer health benefits to full-time employees by July 1, 2025.

To apply

Send cover letter and resume to Nick Legg (Nick@LichenLandWater.com)