

# Middle Rio Grande Conservancy District

## Position Classification and Description



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**POSITION TITLE:** Bosque Technician  
**FLSA:** Exempt  
**COMPENSATION:** \$55,000 - \$70,000 annually  
**SUPERVISOR:** Director of Lands and Conservation through the Bosque Management Coordinator  
**DEPARTMENT:** Lands and Conservation  
**ESTABLISHED:** June 2026

### **Position Summary:**

Under general direction of the Director of Lands and Conservation, the Bosque Technician along with the Bosque Management Coordinator serves as the District's professional resource specialist for bosque and riparian restoration initiatives. In coordination with the Bosque Management Coordinator, this position independently plans, develops, evaluates, and manages ecological restoration projects and programs throughout the Middle Rio Grande Valley. Work requires advanced knowledge of ecology, biology, natural resource management, and restoration science, and the exercise of independent judgment and discretion in evaluating environmental conditions, developing restoration strategies, interpreting regulatory requirements, and recommending resource management actions. The Bosque Technician exercises substantial independent judgment in evaluating resource conditions, determining restoration methodologies, interpreting scientific data, recommending management actions, prioritizing project activities, and resolving technical issues encountered during project implementation. Decisions significantly affect restoration outcomes, environmental compliance, project expenditures, and conservation objectives.

### **Essential Duties & Responsibilities:**

*The examples of essential functions listed below are representative but not necessarily exhaustive or descriptive and may be assigned other related functions not listed herein if such functions are a logical assignment for the position.*

- Conducts professional ecological assessments and develops restoration prescriptions based on scientific principles and site-specific conditions.
- Evaluates biological, hydrological, and vegetation data and develops recommendations for resource management actions.
- Develops scopes of work, technical specifications, and performance standards for restoration projects.
- Exercises independent judgment in identifying project priorities, evaluating alternatives, and recommending project modifications.
- Represents the District in technical meetings with federal, state, tribal, and local agencies.
- Plans, coordinates, and oversees day-to-day implementation of bosque restoration projects, including fuels thinning, fire recovery, invasive species removal, and vegetation management strategies such as grazing or mechanical treatments.
- Prepares technical reports, grant applications, environmental assessments, and management recommendations.

- Develops and maintains project schedules, ensuring timely and effective project execution.
- Provides field oversight and coordination of contractors, crews, and partner agencies involved in restoration activities.
- Monitors project progress and ensures compliance with District standards, environmental regulations, and applicable permits.
- Prepares and maintains project documentation, including reports, data collection records, and regulatory compliance materials.
- Develops, administers, and monitors project budgets; recommends expenditures; evaluates project costs; and makes recommendations regarding resource allocation to achieve program objectives.
- Conducts field assessments and supports data collection, mapping, and monitoring efforts, including use of GIS tools where applicable.
- Identifies and reports on resource conditions, project outcomes, and maintenance needs.
- Supports coordination with internal departments, governmental agencies, and external stakeholders.
- Performs other duties as assigned.

**Minimum Qualifications:**

**Education and Experience:** Bachelor's degree from an accredited college or university in Biology, Ecology, Wildlife Biology, Forestry, Natural Resource Management, Environmental Science, GIS, or closely related scientific field; and four (4) years of progressively responsible professional experience in ecological restoration, natural resource management, or related field.

**Required Licenses or Certifications:** Must possess and maintain a valid New Mexico Driver's License with no major traffic violations; and successfully complete a drug and alcohol screening and criminal background check. Employment will be contingent upon the successful completion of a physical examination and meeting the physical standards required to perform job tasks.

**Additional Preferred Certifications:**

New Mexico Department of Agriculture (NMDA) Herbicide Applicator's License  
Endangered Species Act (ESA) Survey License, as applicable to assigned duties

**Knowledge, Abilities, and Skills:**

- Knowledge of riparian and bosque ecosystems, particularly within the Southwestern United States
- Understanding of restoration techniques, fuels management, and invasive species control practices
- Basic knowledge of environmental regulations and compliance requirements
- Ability to coordinate multiple projects and manage competing priorities
- Skill in maintaining accurate records and preparing reports
- Familiarity with GIS applications, mapping tools, and field data collection methods preferred
- Ability to communicate effectively both verbally and in writing
- Ability to work collaboratively with staff, contractors, and partner organizations

- Ability to work independently with limited supervision in field environments

### **Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to talk; hear; sit; use hands to finger, handle, or feel objects, tools, or controls; the employee is occasionally required to walk, stand; reach forward, downward and upward with hands and arms; the employee is rarely required to climb stairs, and must maintain balance during this activity.

The employee must frequently lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

While performing the duties of this job, the employee frequently works in a well-lighted office environment with climatically controlled temperatures, and the noise level in the office environment is usually moderate. The employee is occasionally exposed to outside weather conditions including direct sunlight; fumes, smoke, dust and airborne particles. Physical activities may include walking long distances, lifting equipment, bending, and standing for extended periods. Operating a motor vehicle on paved and unpaved and/or uneven roadways within the District area is required and working in sensitive and/or hazardous areas may be required.

### **Work Environment:**

Work may be performed in an office setting with a moderate noise level or field work may be performed outdoors while observing work sites including during inclement weather. Fieldwork may involve exposure to extreme weather conditions, rough or uneven terrain, vegetation, wildlife, and water environments. Tight time constraints and multiple demands are common. Exposure to natural weather conditions and various dust and mists may occur while performing outdoor duties. Situations where safety-toe shoes, safety goggles, gloves, or protective face shields are needed may occur. Evening and/or weekend work may be required. Travel is required for training, meetings, conferences, presentations, and other events.