



**CITY OF SALEM**  
invites applications for the position of:

## Stream Crew Intern

**SALARY:** \$18.00 - \$18.00 Hourly

**OPENING DATE:** 04/10/23

**CLOSING DATE:** 04/24/23 11:59 PM

**JOB SUMMARY:**



Calling all college students and recent college graduates with a passion for outdoor environmental work to apply for our Summer Stream Crew Intern position.



**Make an impact**

The annual Summer Stream Crew Interns play an essential role in the management of Salem’s local streams. Throughout the season, the Interns walk roughly 60 miles of Salem’s approximately 90 miles of streams inspecting, surveying, and cleaning them to inform how the streams are managed for habitat, flooding, and water quality.

**Learn and grow**

This position is an excellent opportunity for current and recently graduated (within last 6 months) college students in the natural resources and related sciences to gain on-the-ground field

experience walking urban streams in Salem to remove trash, debris, and invasive weeds; hone your GIS/GPS knowledge documenting various environmental conditions of the urban waterways; and develop valuable teamwork skills. The internship provides an opportunity to apply your academic knowledge to real-world situations. This is a rewarding and physically challenging internship that has helped prepare many former Stream Crew members for careers in environmental and natural resource management!

Additional background information about the Salem Stream Crew Internship Program and Recent Accomplishments may be found online at:

- [Stream Cleaning Program Main Webpage](#)
- [2020 Stream Crew GIS "Story Map"](#)
- [Salem Clean Streams Clear Choices Initiative Main Webpage](#)



### What you will do

Stream Crew Interns will receive extensive training in preparation for the season working in streams. Once trained, you will work in small groups to walk roughly 60 miles of Salem's nearly 90 miles of urban waterways (streams, ditches and occasionally, wetlands) to remove trash, debris, and invasive plants that restrict stream flow and impact water quality. You will also use the ArcGIS Field Maps application as well as other ESRI GIS software to record stream inspections and document environmental conditions. This is physically demanding work performed outdoors in hot, sunny, humid, and wet conditions. To carry out your duties, you will be required to use machetes, chain saws, loppers, and power tools to cut and remove brush, invasive plants, and trash from streams as well as drive trailered work vehicles. At the end of the internship, you may have the opportunity to present to the community on the highlights and accomplishments of your summer.

The Crew is composed of smaller work groups that report directly to the Urban Streamside Program Coordinator.

### Tentative Recruitment Timeline:

Job Announcement Posted: April 10 – 24

Application Review: April 26 - May 1

Interviews: May 8 - 12

Position Start Date: June 26

### What can we offer you for all your hard work?

- Paid sick time in accordance with City policies.

- A great team environment and an opportunity to help your community.
- Opportunity to learn and develop skills to help with your future career.
- Salary: \$18.00/hour

**What are the minimum qualifications?**

- Must be 18 years of age.
- Must pass the pre-employment background check.
- Current standing as a graduate or undergraduate student at a college or university with major course work in environmental science, natural resources, geography, geology, or a related natural resources field, and a minimum of six months of paid, unpaid, or volunteer experience related to the intern assignment, such as collecting, synthesizing, and/or reporting field data, or any combination of experience and training that demonstrate ability to perform the essential job functions.
  - Applicants that graduated within the last 6 months will still be considered and are encouraged to apply.

**Preferred Qualifications (not required to apply):**

- A valid Driver License and a driving record that meets the City of Salem's driving standards.

**What you will bring along:**

- Ability to traverse and perform work in and around water in hip waders and personal flotation devices, on uneven/steep slopes, and during inclement weather
- Ability to work safely amongst environmental hazards such as poison oak, stinging nettles, blackberry briars, stinging insects, and pollen
- Ability to swim
- Knowledge of stream dynamics and water quality
- Skill in the use of personal computers, handheld GPS devices, and mobile data devices (smart phones and tablets)
- Ability to follow safety protocols
- Ability to plan, organize, provide status updates on assigned projects, and document daily work activities
- Ability to read and interpret maps

- Ability to work as part of a team, communicate professionally with city staff and the general public, and establish and maintain working relationships with employees, officials, and the public

### Physical Requirements

- Medium work: Exert up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects
- Climb: Ascend or descend uneven terrain, stream banks, ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms. Body agility is emphasized
- Balance: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces
- Stoop: Bending body downward and forward by bending spine at the waist
- Kneel: Bending legs at knee to come to a rest on knee or knees
- Crouch: Bending the body downward and forward by bending leg and spine
- Reach: Extending hand(s) and arm(s) in any direction
- Stand: Particularly for sustained periods of time
- Walk: Moving about on foot to accomplish tasks, particularly for long distances or moving within a stream
- Push: Using upper extremities to press against something with steady force in order to thrust forward, downward or outward
- Pull: Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion
- Lift: Raising objects from a lower to a higher position or moving objects horizontally from position-to-position
- Grasp: Applying pressure to an object with the fingers and palm
- Express or exchange ideas by means of the spoken word
- Receive detailed information through oral communication
- Visual acuity necessary to operate motor vehicles or equipment
- Work involves considerable direct contact with the public
- Work is performed where employees are subject to both internal and external environmental conditions

### Where can I find out more about the position?

Go to the menu option for class specifications and search for **Intern** or view the entire classification by [clicking here](#).

### How can I apply?

The City of Salem invites individuals of all diverse communities and backgrounds to apply for our available job opportunities as we strive to provide the best service to everyone. The City of Salem is committed to providing equal employment opportunities to all and has a culture that values diversity, equity, and inclusion. We believe that by welcoming differences, encouraging new ideas and views, listening to and learning from each other, we are better able to serve the community.

To apply, click on the green “Apply” button to complete your application. Hiring managers do not have access to view resumes as part of the application review process, please make sure to include how you meet the qualifications outlined in the class specification in your application.

Applicants that meet the minimum qualifications as outlined above but not selected for this position may be placed on an eligibility list, and candidates may be hired from the list. Eligibility lists are valid for six months. The City will send email notifications to eligible candidates about potential hiring opportunities so please ensure your email settings accept our system generated email notifications.

You may subscribe for automatic notification of job openings at the City through the [Job Interest Cards](#) – sign up today!

If you would like more information about employment at the City of Salem, please visit our website at [www.cityofsalem.net/jobs](http://www.cityofsalem.net/jobs).

**ESSENTIAL JOB FUNCTIONS:****MINIMUM QUALIFICATIONS:****SELECTION PLAN:**

APPLICATIONS MAY BE FILED ONLINE AT:  
<https://www.governmentjobs.com/careers/cityofsalem>

Position #23-Temp-0093-02  
 STREAM CREW INTERN  
 JE

295 Church St. Suite 210  
 Salem, OR 97301  
 503-589-2081  
 503-588-6162

[hrrecruiting@cityofsalem.net](mailto:hrrecruiting@cityofsalem.net)

**Stream Crew Intern Supplemental Questionnaire**

- \* 1. Which statement best characterizes your coursework in natural resources? Education must be clearly documented in application.
  - I am not a college student
  - I am a current college student or recent graduate with no coursework in environmental science or natural resources
  - I am a current college student or recent graduate with 2 years of coursework in environmental science or natural resources
  - I am a current college student or recent graduate with a focus in environmental science or natural resources
- \* 2. Which statement best characterizes your experience using GIS for field data collection? Experience must be clearly documented in application.
  - I have no experience using GIS or mapping products
  - I have used mapping applications on smart phones for driving directions.
  - I have used a GPS device for recreational purposes (hiking, geocaching, etc.).
  - I have used a GPS device for professional mapping systems as part of job or internship.
- \* 3. Please select the option that best describes your experience using hand tools (machete, rakes, shovels, pruners, loppers, trimmers, etc.). Academic experience can be included. Experience must be clearly documented in application.
  - I have no experience using hand tools.
  - I have limited experience using hand tools around the house, or for a neighbor.
  - I have used hand tools as part of a volunteer work crew or class.
  - I have used hand tools on a daily basis for a job.
- \* 4. How much experience do you have with power tools, such as weed whackers, chain saws, etc.? Experience must be clearly documented in application.
  - I have no experience with power tools.
  - I have limited experience with power tools around the house.

- I have used power tools as part of volunteer work or class work.
- I have used power tools daily as part of a job.
- \* 5. How many years of experience do you have working outside in a field setting and/or performing strenuous work in an outdoor environment? Academic experience can be included. Experience must be clearly documented in application.
  - No experience
  - I have field experience as part of a class or volunteer opportunity.
  - I have had at least 6 months of paid field work experience.
  - I have over a year of paid field work experience.
- \* 6. How many years of experience do you have working in small groups performing fieldwork or as part of a team (can include sports/extracurricular activities)? Academic experience can be included. Experience must be clearly documented in application.
  - No experience
  - I have volunteered on a team or worked on a team for a class project.
  - I have at least 6 months of experience on a team (work or extracurricular).
  - I have at least 1 year of experience on a team (work or extracurricular).
- \* 7. Do you have experience driving a vehicle with a trailer? Experience must be clearly documented in application.
  - No
  - Yes
- \* 8. How much experience do you have identifying native and invasive Oregon plants? Experience must be clearly documented in application.
  - I have no experience
  - I have field experience as part of a class or volunteer opportunity.
  - I have at least 3 months of field work experience (paid or volunteer).
  - I have at least at least 6 months of field work experience (paid or volunteer).
- \* 9. I am agile and able to walk on stream slopes and uneven terrain, and balance, stoop, kneel, crouch to move over and around obstacles.
  - Yes
  - No
- \* 10. I am able to exert up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to lift, pull, and move objects.
  - Yes
  - No
- \* 11. I have reliable transportation to get to work punctually.
  - Yes
  - No
- \* Required Question