



MISSOURI NATIVE STEWARDSHIP SERVICES: Crew Lead 1

We are seeking a hardworking and dependable Crew Leader to guide our field team in carrying out plant installations, ecological restoration, stormwater basin management, and environmental stewardship projects. We service local residences, municipalities, federal/state agencies, and solar utility sites. In this hands-on leadership role, you will work directly alongside your crew to install vegetative screens, manage under-panel vegetation, seed, and perform long-term site stewardship. You will also oversee daily site safety, track materials, and enforce pesticide regulations. This is a hands-on Full-Time, Permanent Position

Compensation, Schedule & Travel

- **Pay Range:** \$26.00 – \$28.00 per hour (dependent on experience and certifications)
- **Schedule:** 4-day, 10-hour work week (either Monday–Thursday or Tuesday–Friday). Occasional overtime required based on project needs.
- **Travel Requirements:**
 - **Peak Season (May – November):** Seasonal travel is required 2 to 3 weeks out of the month. Trip lengths vary—some projects require only **1 to 2 overnight hotel stays**, while others require **3 nights away** (the full work week).
 - **Crew Rotation Policy:** We actively rotate our teams to balance out-of-town duties and ensure no single crew is always on the road. However, occasional project demands mean all crews may be deployed simultaneously.
 - **Off-Peak Season (December – April):** Very minimal to no travel; work is primarily local or shop-based during these outer months.
- **Travel Perks:** All lodging/hotel accommodations are arranged and **100% covered by the company**, plus a **\$50.00 per day per diem** for meals while traveling.

Key Responsibilities

Solar Site, Stormwater & Vegetation Stewardship

Solar Site Vegetation Termination: Lead the mechanical and chemical termination of existing vegetation directly under solar arrays in preparation for seeding.

- **Seeding & Establishment:** Oversee soil preparation and ground-cover establishment using broadcast seeders, cultipackers, and pulverizers.
- **Solar Site Stewardship:** After seed establishment, monitor and manage site for native seed germination, invasive species, and damage
- **Stormwater Basin Stewardship:** Manage and steward stormwater basins, retention ponds, and bioswales to ensure proper erosion control and vegetation health.
- **Native Plant Installation:** Direct the planting and installation of perimeter tree screens and buffers native landscapes using tractors and augers.
- **Diversified Projects:** Transition smoothly between utility-scale solar sites and residential, municipal, or commercial plant installations and stewardship.

Invasive Species Management

- **Cut and Treat Application:** Manually fell and cut woody invasive species and immediately treat stumps with target herbicides.
- **Foliar Spraying:** Carry out high-volume backpack spraying and selective foliar chemical applications to control target weed and brush species.
- **Basal Bark Spraying:** Perform precise basal bark oil/herbicide applications on woody stems across diverse, uneven terrains.

Field Leadership & Safety Compliance

- **Crew Mentorship:** Guide, train, and support crew members on-site to build their industry knowledge, technical skills, and daily productivity.
- **Pesticide Safety:** Coordinate chemical applications via ATVs with spray tanks; monitor operations to guarantee 100% compliance with pesticide laws and workplace safety regulations.
- **Risk Management:** Continually assess site hazards (including working safely around active solar infrastructure and open water basins) to protect the crew.

Logistics, Tools & Equipment Care

- **Equipment Prep:** Select, prepare, and transport the correct equipment, implements, and tools needed for each day's specific job.
- **Inventory Tracking:** Maintain and track on-site tool, seed, and chemical inventory to prevent loss or shortages.
- **Site Documentation:** Complete and submit accurate daily and weekly site reports regarding hours, progress, and chemical/material application.

Job Requirements & Qualifications

Licenses & Certifications

- **Driver's License:** Valid **Missouri Class E Driver's License** (or **Illinois equivalent**, such as Class C non-CDL), or the immediate ability to obtain one.
- **Pesticide License:** Active **Commercial Pesticide Applicator License** is required or the immediate ability to obtain one
- *Bonus:* Any additional industry-related credentials (e.g., OSHA 10) are a plus.

Experience & Skills

- **Leadership:** Previous experience leading, supervising, or managing a field crew or project team is required.
- **Machinery Operation:** Proficient in safely operating and maintaining **tractors, ATVs with spray tanks, pulverizers, broadcast seeders, cultipackers, and augers.**
- *Preferred:* Experience working on solar fields, utility-scale right-of-ways, stormwater infrastructure, or agricultural land management.

Physical Demands & Work Environment

- **Heavy Lifting:** Ability to lift and move **50 lbs or more** regularly throughout the workday.
- **Stamina:** Ability to comfortably carry and operate a **40 lb backpack sprayer** or similar field equipment for extended periods.
- **Weather Conditions:** Ability to work long hours outdoors in **extreme temperatures and diverse weather conditions** (heat, cold, rain, etc.) with minimal natural shade.

Benefits & Perks

- **Insurance Eligibility:** Healthcare benefits become active **after 60 days of employment.**
- **Health Insurance:** 50% company-covered health premiums.
- **Dental & Vision:** 100% company-paid dental and vision insurance.
- **Paid Holidays:** 6 standard paid holidays per year (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day).

- **Paid Time Off (PTO):** Earn 1 day of PTO for every 30 days worked (up to 6 days eligible for rollover year-to-year).
- **Sick Leave:** 6 paid sick days per year (no rollover).
- **Gear Allowance:** \$125 annual boot allowance.