CORNERSTONE HABITAT
& LAND MANAGEMENT

Position Title: Habitat Technician

Employment Status: Full-Time

FLSA Status: Non-Exempt

Compensation: $18-22/hr, paid training and development

Job Posting Date: 10/30/2026

Position Summary

Cornerstone Habitat and Land Management provides a wide array of conservation consulting and implementation services. Over the past five years, we have grown into one of the leading organizations for invasive species management and ecosystem restoration in southeast Ohio. Although we have found success sourcing work and developing an excellent reputation for the quality of our work, Cornerstone Habitat and Land Management is still a small business that depends on the adaptability of our staff to fulfill a diverse array of conservation projects. The Habitat Technician is the most essential role within our field crew. The primary duty of a Habitat Technician is to physically implement conservation practices prescribed by Managment/Conservation Plans and contracts. Day-to-day, the technician will perform a variety of activities, but the most common will be applying herbicides to invasive plants and undesirable vegetation, as well as silvicultural practices ranging from felling trees to planting bare-root seedlings.

The field crew will be required to use a variety of equipment to carry out this work, including vehicle-mounted sprayers, backpack and hand sprayers, hand tools (hatchet/hand saws/ etc.), utility terrain vehicles (UTV/ATV), and chainsaws. The use of these tools is non-negotiable; they are a required aspect of this position. Training and all necessary safety equipment will be provided to all employees before they are expected to use them in the field on their own.

Duties and Responsibilities

- Performing a variety of tasks and assigned work duties not limited to targeted and broadcast herbicide applications, drilling and broadcasting native seeds, planting native plugs and bare-root seedlings, etc.
- Performing strenuous activities such as carrying up to 40 pounds while walking up to 10 miles and changing up to 1000 feet in elevation, also potentially being exposed to extreme temperatures, biting/stinging insects (mosquitoes, biting flies, bees/wasps/hornets, ticks), and dangerous plants (poison ivy, wild parsnip, poison hemlock).
- Following label instructions to mix and apply a variety of herbicides, including documenting applications in herbicide logs
- Reading and interpreting digital and physical maps to navigate to remote locations by foot or vehicle
- Adherence to safety, operation, and maintenance protocols for all equipment
- Performing other work-related duties as assigned

Minimum Qualifications

- Must possess a valid driver's license prior to employment
- Any combination of education and experience that demonstrates the knowledge and ability to perform the work:
    - Associate's Degree or higher in an environmental focus (wildlife management, forestry, conservation biology, fisheries, geology, etc.), or
    - 12 months of experience in equipment operation and herbicide application
- Willingness to become a Trained Serviceperson in commercial pesticide application within a probationary period of [30] days
- Ability to work independently and complete daily activities according to work schedule
- Ability to lift objects in excess of 50 pounds, and carry up to 40 pounds for at least 1 mile over uneven terrain.
- Ability to use equipment and tools properly and safely
- Ability to understand, follow, and transmit written and oral instructions
- Ability to meet attendance schedule with dependability and consistency

Preferred Qualifications

- Commercial Pesticide Applicator License categories: 3a (General Aquatic), 4a (General Forest Pest), and 5 (Industrial Vegetation)
- Ability to identify native and non-native plants during the growing and dormant seasons.
- Experience in chainsaw, rotary brush cutter, UTV/ATV, backpack/hand sprayer, and hand tool operation

Physical Demands and Work Environment

While performing the duties of this position, the employee is regularly required to communicate orally. The employee is required to frequently perform activities that rely on the dextrous use of hands or fingers to handle or feel objects, tools, or controls. The employee is frequently required to stand, walk, reach with hands and arms, climb or balance, and stoop, kneel, crouch, or crawl. This position requires specific vision abilities that include visual acuity at near and far distances, as well as the ability to adjust focus. The employee must be able to lift, push, pull, or carry objects, as well as use abdominal and lower back muscles to provide support. Prolonged exposure to loud noise is a frequent hazard of the job. Much of the work will be outdoors, sometimes in difficult weather conditions and challenging terrain. Work may be required in conditions as cold as 0℉ and as hot as 100℉. The employer will provide necessary safety equipment to mitigate the risks of the job, but there are inherent risks that candidates must understand before applying.

Note

This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbents will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an “at will” relationship.