



CORNERSTONE HABITAT & LAND MANAGEMENT

Job Description: Habitat Technician (July 1, 2023)

Position Title	Job Posting Date
Habitat Technician	7/1/2023
Employment Status	FLSA Status
<input type="checkbox"/> Temporary <input checked="" type="checkbox"/> Full-Time <input checked="" type="checkbox"/> Part-Time	<input checked="" type="checkbox"/> Non-Exempt <input type="checkbox"/> Exempt

Position Summary

Cornerstone Habitat and Land Management provides a full array of habitat consulting and implementation services. Over the past two years, we have grown to become a leader in our region in removing invasive species and improving the habitat of properties for landowners. **The primary role of a Habitat Technician is to physically implement the conservation practices laid out in specific habitat plans.** Day-to-day, the technician will perform a variety of duties, but the most common will be applying herbicides to invasive plants and felling trees with a chainsaw in a forest setting.

Technician will be required to use a variety of equipment to carry out his/her work to include: vehicle-mounted sprayers, backpack and hand sprayers, hand tools (hatchet/limb saws/ etc.), ATV/UTV, and chainsaws. Occasionally, larger equipment like skid steers, small tractors, bushhogs, etc. will be used on jobs that require a specific such tool. **Chainsaws and herbicides are an essential part of our work.** Training, and all necessary safety equipment will be provided to new employees before they will be expected to use them in the field on their own. However, **willingness to use these tools is not negotiable, it is a requirement of this position.**

Essential Duties and Responsibilities

The essential functions include, but are not limited to the following:

- Performing a variety of tasks and assigned work duties involving strenuous manual labor in outdoor projects and worksites
- Operating a chainsaw safely and efficiently to cut brush, vines, trees
- Following label instructions to mix and apply a variety of Herbicides
- Performing required maintenance of equipment
- Reading and interpreting a map and terrain features in order to navigate to remote locations by foot or vehicle

- Reading and interpreting safety/employment manuals and other work-related documents
- Complying with safety regulations and a maintaining clean and orderly work site
- Ensuring that proper safety and incident reporting procedures are followed; bringing problems to the attention of the owner.
- Performing other work-related duties as assigned

Minimum Qualifications:

- Must possess a valid and appropriate state driver's license prior to employment
- Any combination of education and experience that demonstrates the knowledge and ability to perform the work
- Ability to obtain a Commercial Pesticide Applicator license within the first three months of employment.
- Some knowledge of proper use of equipment, materials, and supplies used for habitat implementation
- 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

Physical Demands and Work Environment

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°F and as hot as 100°F.

While performing the duties of this position, the employee is regularly required to talk or hear. The employee frequently is required to use hands or fingers, 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. Specific vision abilities required by this position include close vision, distance vision, peripheral vision, and the ability to adjust focus. The employee must be able to lift, push, pull or carry objects, use abdominal and lower back muscles to provide support. Prolonged exposure to loud engine noises are sometimes a part of this job. Cornerstone Habitat 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.