

Job Classification: Crew Leader I

Location: Cornelius, OR

Job Responsibilities

Lead a diverse team to restore native forests, prairies, and wetlands primarily in the Tualatin Valley in NW Oregon. This position requires excellent people management skills, knowledge of restoration techniques, and an ability to do physically demanding work year-round in the outdoors. Specific job duties include:

- Creating and maintaining a positive team environment;
- Giving instructions, providing corrections, and motivating crew members;
- Knowing best management practices for vegetation management;
- Knowing best practices for using chainsaws, brushcutters, augers and other tools;
- Overseeing and conducting safe and effective application of herbicides to invasive species;
- Teaching and overseeing the correct methodology for installation of bare-root, live stake, and containerized plants, trees, shrubs, plugs and bulbs;
- Ability to identify most common native and invasive plants in the PNW;
- Careful tracking of data for crew time, herbicides, native plants, acres restored, and project materials;
- Packing and unpacking work vehicles and safely transporting crew members to and from sites;
- Ability to make independent decisions to increase safety, efficiency and effectiveness.

Skills Requirements

- Ability to communicate effectively with people from diverse backgrounds;
- Extensive knowledge of native and non-native plant species;
- Experience with herbicide application and ability to maintain CPA license;
- Ability to regularly perform up to 10 hours of physically demanding and strenuous work per day;
- Excellent spatial awareness and ability to interpret maps while off trail and out of cell service;
- Ability to utilize Fieldmaps, Quickbooks Workforce, Google Suite, and necessary field software;
- Ability to make independent, well-reasoned decisions while knowing when to ask for instruction;
- Knowledge of the principles of ecological restoration and ability to implement best practices;
- Good driving record;
- Proficiency with speaking, reading, and writing in English.

Schedule and Benefits:

- Work-Week: 40 hours per week (four to five 8-10 hour days each week). Scheduling to be determined based on weather and work needs. Overtime occasionally required.
- Wages: \$28-\$30 per hour, DOE
- 6 paid holidays (New Year, Memorial Day, 4th of July, Labor Day, Thanksgiving, Christmas)
- Paid Time Off: 120-160 hours of PTO provided on an annual basis. PTO total includes 40 hours of sick time required by law.
- 8 hours of professional development and up to \$100 of financial assistance on your first year
- 8 hours of volunteer time per year completed at local, mission driven organizations
- Health Insurance: Comprehensive medical, dental, and vision plans with employer contributions
- An annual \$250 raingear stipend
- SIMPLE IRA retirement plan with 3% employer match

Position Breakdown

- 40% Crew Leadership
- 50% Field work as Crew Member or Assistant Crew Leader
- 10% Monitoring, data keeping, mapping, and other technical duties related to client's projects, business management, or tracking ecological impact

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Please send your resume to: admin@mosaicecology.com