

Job Classification: Crew Leader I

Job Responsibilities

Lead a diverse team to restore native forests, prairies, and wetlands primarily in the northern Willamette valley and Columbia River Gorge. The job consists of leading, motivating, and teaching a crew to conduct difficult manual labor in the outdoors during all kinds of weather. This position requires excellent people management skills, knowledge of restoration techniques, and an ability to do heavy lifting and long days of labor. Specific job duties include:

- Creating and maintaining a positive team environment;
- Giving instructions, providing corrections, and motivating crew members while creating a positive work environment;
- Knowing the best techniques for managing non-native plants and directing others to efficiently and appropriately implement those management techniques;
- Knowing and utilizing the best techniques while using chainsaws, brushcutters, and augers;
- Overseeing and conducting the safe and effective application of herbicides to invasive species;
- Teaching and overseeing the correct methodology for installation of bare-root and containerized plants, trees, shrubs, plugs and bulbs;
- Able to identify most common native and invasive plants in the PNW;
- Being able to respectively communicate to large groups of individuals to conduct tasks;
- Ability to use and fix a diverse array of gas powered tools and vehicles;
- Careful tracking of crew time, herbicides and other materials used at project sites;
- Packing trucks, safely transporting crew members to and from sites, unpacking trucks;
- Able to switch roles from crew leader to crew member seamlessly;
- Finding the most efficient and effective way to utilize resources to accomplish assigned tasks.

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 operating and maintaining gas powered tools;
- Good driving record;
- Proficiency with speaking, reading, and writing in English.

Schedule and Benefits:

- Work-Week: 40 hours per week (Scheduling to be determined based on weather and work needs.) Overtime will be regularly required in order to complete record keeping and driving responsibilities.
- This is a year round position.
- Wage: \$24-\$26 /hour worked.
- Simple IRA upon enrollment
- Health Care reimbursement program upon enrollment
- Paid Time Off: 120 hours per calendar year.
- Six paid holidays (New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas Day)

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 or business management