



## Position Description

### Restoration Crew Member

**This position is classified as “Non-Exempt” for the purposes of overtime in accordance with the Fair Labor Standards Act (FLSA)**

The duties of this position are to implement restoration projects, including tree/shrub/grass plantings and maintenance, low tech process-based instream restoration and adaptive management, forestry, weed control, and non-commercial best management practices.

#### **Duties and Responsibilities:**

1. Work with landowners, NRCS, and partners to implement project plans.
2. Planting trees, shrubs, and grass on restoration sites.
3. Maintenance of riparian restoration sites.
4. Install and complete adaptive management of hand-built instream restoration structures: post assisted log structures and beaver dam analogues.
5. Chemical and mechanical weed control.
6. Livestock best management practices for non-commercial agriculture projects.
7. Collect field data for specific projects or critical areas.
8. Participate in outreach activities such as workshops and tours.
9. Assist the District’s Board of Supervisors in carrying out its program responsibilities.
10. Operate equipment as required for fieldwork according to safety requirements and district policy.
11. Perform other duties as assigned by Crew Leader, District Manager, Conservation Program Manager, & District Board of Supervisors.

#### **Knowledge, Skills, Abilities and Experience:**

- Ability to understand, interpret and use various maps & aerial imagery.
- General knowledge of agricultural and forestry management activities, techniques and practices.
- Knowledge of restoration and conservation techniques, planning and project development, and the ability to implement conservation plans in accordance with NRCS standards & specifications.
- Ability to complete restoration work.
- Ability to be a self-motivated team member.
- Ability to effectively communicate with the landowners, agency personnel, staff, and public in a professional manner.
- Ability to operate, maintain, and service small equipment including but not limited to

- chainsaws, post pounders, and sprayers
- Ability to operate, load and haul UTVs and ATVs in a safe and prudent manner. Attend and successfully complete UTV/ATV Rider Course.
- Ability to tow trailers and haul field equipment.

**Additional Requirements:**

The ability to read, write, speak & comprehend the English language. Position requires work in the field. Fieldwork will include working in and around locations such as farms, streams, rivers, creeks & ponds; properties with dense vegetation or woodlands; other areas with steep, slippery, muddy, rocky, uneven, and rough terrain and around livestock and wildlife. Physical exertion will be required during fieldwork such as walking, bending, climbing, and using small equipment and tools. Fieldwork may also include working in inclement weather, as well as in dirty, dusty conditions. Must be able to routinely lift and/or carry up to 75+ pounds. Must be able to maintain a valid driver's license.

**Supervision:**

Day-to-day guidance provided by Crew Leader with direction from the District Manager and Conservation Program Manager.

The employee occupying this position is ultimately responsible to the District's Board of Supervisors.

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