

Seasonal Restoration Specialist Job Description 2010

Job Title: Seasonal Restoration Specialist
Salary: \$14.00/ hour
Category of job: Seasonal (6-months, temporary), Full-time, Non-Exempt

JOB FUNCTION

This is a seasonal (6-Months, temporary), full time position to assist The Land Conservancy's Restoration Team with on-the-ground implementation of restoration projects. This work includes removing exotic weeds using herbicide delivered with a backpack sprayer, manual removal of weeds, use of a weed-whacker, use of various power-tools, planting, constructing fence, and/or irrigating previously installed projects. The work is performed in often difficult, yet beautiful, sand dune or stream environment. **This position is scheduled to begin November 1st, 2010 and end April 29th, 2011.** Actual duration of employment is subject to change.

QUALIFICATIONS – JOB AND SKILLS KNOWLEDGE

Required

1. A commitment to the mission of The Land Conservancy which is to permanently protect and enhance lands having important scenic, agricultural, habitat and cultural values for the benefit of people and wildlife.
2. Experience in the area of fence construction, plant installation, and landscape maintenance.
3. Experience with mechanical equipment – able to start, run and make minor repairs to weed whackers, spray rigs and other related equipment.
4. Experience with the use of hand tools such as shovels and hoes.
5. Willingness to work with herbicides/chemicals on a daily basis for weed control.
6. Ability to read and understand warning labels and follow instructions on equipment, restrictions on the use of chemicals, and training documents related to the use of equipment and chemicals.
7. Successful completion of week-long paid introductory training program.

Preferred

1. Current certification in CPR, First Aid, and/or Wilderness First Aid or Wilderness First Responder.
2. Ability to identify native animals or plants and accurately record field observations of these plant and animals species in field journal.

QUALIFICATIONS – PHYSICAL JOB REQUIRMENTS

Requirements: To comply with the Americans with Disabilities Act of 1990 (ADA), which prohibits discrimination against qualified individuals on the basis of disability, it is necessary to specify the physical, mental and environmental conditions of the Essential Duties of the job. "F" for frequently; "O" for occasionally; "N" for not at all.

PHYSICAL

On the job the employee must:

- (F) Bend
 - (F) Squat
 - (F) Crawl
 - (F) Climb
 - (F) Push/Pull
 - (F) Kneel
 - (F) Handle objects (manual dexterity)
 - (F) Reach above shoulder level
 - (F) Use fine finger movements
 - (F) Other: Walk in excess of 5 miles per day in strenuous environment.
- Must carry/lift loads of:
- (F) Light (up to 25lbs.)
 - (F) Moderate (25-50lbs.)
 - (O) Heavy (over 50lbs.)

MENTAL

On the job the employee must be able to:

- (F) Read/comprehend
- (F) Write
- (O) Perform calculations
- (F) Communicate orally
- (F) Reason and analyze
- (O) Recognize and report safety issues.
- (F) Differentiate between wanted and unwanted plant species.

ENVIRONMENTAL

On the job the employee:

- (O) Is exposed to excessive noise
- (O) Is around moving machinery
- (F) Is exposed to marked changes in temperature and/or humidity
- (F) Is exposed to dust, fumes, gases
- (O) Drives motorized equipment
- (O) Works in confined quarters
- (F) Works with chemicals including toxic glues and herbicides
- (F) Exposed to strenuous outdoor environment; cold, windy, rainy.

Specific Requirements:

1. The ability to walk 5 miles per day in the sand dunes. This includes walking on soft ground and climbing steep sand dune hillsides with a spray backpack and/or other field equipment.
2. The ability to lift 50 lbs repeatedly as a part of daily activities.
3. Minimal susceptibility to allergies that could result from exposure to dust or pollen.
4. No reoccurring injuries that would make it difficult to perform the job functions. Conditional employment offers will be based on successful completion of a pre-employment medical exam.
5. Final candidates must undergo a standard physical examination and provide proof of such to The Land Conservancy prior to being hired.
6. Can provide own transportation to the field office of The Land Conservancy (5 miles south of the City of SLO).

QUALIFICATIONS – WORK ETHICS

Required

1. Has respect for equipment and tools.
2. Respects the land and works to perform restoration work in least invasive method possible.
3. Available on a regular basis for work and is regular in attendance. This position is 8 hours per day, 5 days per week. No weekend work is required.
4. Consistency – work at a steady and consistent pace without the need for constant supervision.
5. Self-starting – know what has to be done and pitches in when there is obvious work to be done.
6. Works well as part of a team.
7. Is conscious of safety hazards and reports to supervisor.

REPORTING RESPONSIBILITIES

To designated Field Supervisor – this may vary between assignments.

PUBLIC CONTACT

Public contact is a minor part of this position but it is important to extend a warm and friendly face to the public.

Employee Signature

Date

Employee Name Printed