



## **Seasonal Restoration Field Crew: Mid-February – Mid-July 2019**

### **Announcement**

The Santa Lucia Conservancy, located in Carmel, CA, is hiring a Seasonal Restoration Field Crew for the 2019 field season. As a member of the Santa Lucia Land Stewardship Program, you will have to opportunity to contribute to weed management, GIS mapping and restoration projects on the beautiful Santa Lucia Preserve.

### **Who We Are**

The Santa Lucia Conservancy is a 501 (c) (3) non-profit land trust incorporated in 1995 to conserve the ecological integrity of the protected lands within the Santa Lucia Preserve in Carmel, CA. We are dedicated to advancing the art and science of conservation-compatible development through adaptive land management, conservation easement stewardship, ecological research and environmental education programs.

The Conservancy actively manages 18,000 acres of natural lands within the 20,000 acre Santa Lucia Preserve to protect and enhance their extraordinary ecological values. In addition, the Conservancy works with a variety of academic and environmental partners to conduct and promote land management and ecological research to increase our understanding local natural resources and the interactions between human communities and the natural environment.

### **Position Summary**

The Santa Lucia Conservancy is hiring a seasonal restoration field crew member as a part of a four-person team. This position is temporary/seasonal and full-time, from Mid-February to Mid-July. The restoration crew will be focused on weed management projects and weed mapping on the Santa Lucia Preserve. The position is physically demanding, often requiring hiking long distances on uneven terrain, in variable weather conditions, and in remote locations. Most days will require carrying field equipment including the use of 30-pound backpack sprayers.

### **Projects and Duties**

- Assist with restoration projects focusing on weed management throughout The Preserve.
- Perform weed management practices through a variety of manual, mechanical and chemical techniques.
- Map weed populations with use of ArcGIS programs and Trimble.
- Maintain field equipment.
- 90% Field work, 10% Office work.

### **Qualifications**

#### **Required**

- Education and/or experience in ecological restoration, natural resources management, or land management.
- Experience in proper use of hand tools and routine maintenance of tools.
- Capable of recording detailed and relevant field notes.
- Comfortable interacting with a variety of stakeholders including biologist, volunteers, landowners, and community members.
- Must be physically fit and capable to work long days while carrying **40 lbs.** over uneven and steep terrain.
- Clean driving record, and personal vehicle for commuting to work. Santa Lucia Conservancy vehicle will be used for field work.
- Ability to work independently and with a team in office and field settings.

### **Desired**

- Qualified Applicator Certificate (QAC).
- Strong plant identification skills, with ability to learn California Central Coast native and invasive plants.
- Experience with invasive plant removal techniques, including manual (hand pull, hand tools), mechanical (chainsaw, brush cutter) and chemical (herbicide, backpack sprayer) or willingness to learn.
- Experience using ArcGIS and/or remote sensing/GPS.

### **Compensation**

Hourly rate \$19.50, 40 hours per week. Monday-Friday.

### **Training**

Crew members will be trained and supervised as needed for various tasks and projects. Once trained, crew members may work alone or on small teams.

### **Please submit a cover letter and resume by email to:**

Jenna Allred  
Natural Lands Manager  
Santa Lucia Conservancy  
[jallred@slconservancy.org](mailto:jallred@slconservancy.org)  
831-392-5392

## **Seasonal Restoration Field Crew Lead: Mid-February – Mid-July 2019**

### **Announcement**

The Santa Lucia Conservancy, located in Carmel, CA, is hiring a Seasonal Restoration Field Crew Lead for the 2019 field season. As a member of the Santa Lucia Land Stewardship Program, you will have to opportunity to contribute to weed management, GIS mapping and restoration projects on the beautiful Santa Lucia Preserve.

### **Who We Are**

The Santa Lucia Conservancy is a 501 (c) (3) non-profit land trust incorporated in 1995 to conserve the ecological integrity of the protected lands within the Santa Lucia Preserve in Carmel, CA. We are dedicated to advancing the art and science of conservation-compatible development through adaptive land management, conservation easement stewardship, ecological research and environmental education programs.

The Conservancy actively manages 18,000 acres of natural lands within the 20,000 acre Santa Lucia Preserve to protect and enhance their extraordinary ecological values. In addition, the Conservancy works with a variety of academic and environmental partners to conduct and promote land management and ecological research to increase our understanding local natural resources and the interactions between human communities and the natural environment.

### **Position Summary**

The Santa Lucia Conservancy is hiring a seasonal restoration field crew lead as a part of a four-person team. This position is temporary/seasonal and full-time, from Mid-February to Mid-July. The restoration crew will be focused on weed management projects and weed mapping on the Santa Lucia Preserve. The position is physically demanding, often requiring hiking long distances on uneven terrain, in variable weather conditions, and in remote locations. Most days will require carrying field equipment including the use of 30-pound backpack sprayers.

The Restoration Crew Lead is responsible for assisting the day-to-day management and operations of a four-person crew. Crew lead will help with overseeing manual, mechanical and chemical weed management, weed surveys and mapping, crew safety and field tool maintenance. Restoration crew lead would report back to Natural Lands Manager.

### **Projects and Duties**

- Oversee Restoration Field Crew.
- Assist with restoration projects focusing on weed management throughout The Preserve.
- Perform weed management practices through a variety of manual, mechanical and chemical techniques.
- Map weed populations with use of ArcGIS programs and Trimble.
- Maintain field equipment.

- 90% Field work, 10% Office work.

## **Qualifications**

### **Required**

- Experience with invasive plant removal techniques, including manual (hand pull, hand tools), mechanical (chainsaw, brush cutter) and chemical (herbicide, backpack sprayer) or willingness to learn.
- Education and/or experience in ecological restoration, natural resources management, or land management.
- Previous experience with leadership responsibilities as a part of a restoration program.
- Previous experience working with herbicide application.
- Experience in proper use of hand tools and routine maintenance of tool.
- Capable of recording detailed and relevant field notes.
- Demonstrated ability to lead crews in proper restoration techniques.
- A positive attitude and ability to motivate crews.
- Comfortable interacting with a variety of stakeholders including biologist, volunteers, landowners, and community members.
- Must be physically fit and capable to work long days while carrying **40 lbs.** on uneven steep terrain.
- Clean driving record, and personal vehicle for commuting to work. Santa Lucia Conservancy vehicle will be used for field work.
- Ability to work independently and with a team in office and field settings.

### **Desired**

- Qualified Applicator Certificate (QAC).
- Strong plant identification skills, with ability to learn California Central Coast native and invasive plants.
- Experience using ArcGIS and/or remote sensing/GPS.

## **Compensation**

Hourly rate \$21.00, 40 hours per week. Monday-Friday.

## **Training**

Crew members will be trained and supervised as needed for various tasks and projects. Once trained, crew members may work alone or on small teams.

## **Please submit a cover letter and resume by email to:**

Jenna Allred  
Natural Lands Manager  
Santa Lucia Conservancy  
[jallred@slconservancy.org](mailto:jallred@slconservancy.org)  
831-392-5392

