**JOB POSTING**

**Contact: jobs@irconservancy.org**

**JOB TITLE: RESTORATION FIELD CREW SUPERVISOR I**

**FLSA STATUS:**  Non-Exempt, Full Time

**TERM:** Temporary, approximately 9 months

**SCHEDULE:** Alternative Work Week - Four 10-hour days

**COMPENSATION:** Hourly wage plus benefits

**REPORTS TO:** Project Manager

**CORE FUNCTIONS:**

The Restoration Field Crew Supervisor I for the Irvine Ranch Conservancy assists in leading field crews and participates in implementing projects to restore native plant communities in degraded locations of the Irvine Ranch Natural Landmark. The position performs a variety of technical and organizational tasks assisting the Science and Stewardship department in the preparation and implementation of landscape scale habitat restoration including, but not limited to: extensive weeding, both by hand and with herbicide, mowing with a variety of equipment, implementation of erosion control measures, seeding, planting, supplemental watering, and some ecological monitoring. The position may oversee the work of other field crew members and/or contract labor. The position is also expected to interact with staff at all levels within the organization and partner organizations, including land owners, contractors, volunteers, and the community.

**Knowledge/Skills:**

* Bachelor’s degree in ecology, plant science, horticulture, natural resource management or related field (or high school diploma and 4 years of related experience).
* Strong knowledge of MS Office and Excel.
* Knowledge of regional ecology, plant identification, plant taxonomy and regional environmental challenges.
* Strong attention to detail. Proven organizational skills.
* Ability to schedule, coordinate, organize and manage diverse activities in a dependable manner. Meet deadlines.
* Experience performing strenuous labor with a high level of physical endurance. Ability to perform tasks quickly, efficiently and resourcefully.
* Experience implementing restoration projects and supervising work crews.
* Experience with and the ability to supervise safe use of a variety of field tools and equipment used in implementing habitat restoration projects, including mowers, weed eaters, and herbicide application equipment (including backpack sprayers).
* Experience driving off-road vehicles strongly desired.
* Familiarity with Southern California native plants in coastal sage scrub and grassland communities strongly desired.
* Current possession or willingness to obtain licenses or certifications such as first aid, CPR, herbicide application (e.g. Qualified Applicator’s License or Certificate), and all other training required for IRC field staff.

**Decision-Making/Problem Solving:**

* Coordinates multiple diverse projects with several variables, sets realistic deadlines, and manages a timeline.
* Makes day to day decisions within the scope of work assignment.
* Demonstrates common sense, flexibility, and teamwork with the ability to exercise independent judgment.
* Adapts or modifies processes or systems in response to changing circumstances.
* Acts independently on assigned tasks; resolves routine problems; consults with senior staff or other team members to resolve unusual or complex problems.
* Clearly and accurately communicates ideas and objectives to others, provides information to assist workflow.

**Communication/Interpersonal:**

* Clearly and accurately communicates ideas and objectives to others, provides information to assist workflow.
* Communicates with diverse individuals including partner organizations, the community and other staff.
* Consistently demonstrates professional, positive, and approachable attitude/demeanor and discretion.
* Demonstrates sensitivity in handling confidential information.
* Duties may be confidential and require discretion, judgment, tact and poise.
* Must have a positive attitude and be highly motivated and responsible.
* Working Spanish competency (FSI 2+ or greater) highly desirable.

**Working Conditions/Physical Effort:**

* Work requires fieldwork with strenuous physical exertion and/or strain.
* Work environment involves exposure to disagreeable elements.
* Work is in variable and steep terrain.
* Work requires strenuous walking, kneeling, standing and manual labor for most of the day.
* Work requires regular lifting of objects between 10 and 50 pounds.

# The Irvine Ranch Conservancy is an Equal Opportunity Employer

Please submit your resume, cover letter and any letters of reference, as well as a response to the following questions to [jobs@irconservancy.org](mailto:jobs@irconservancy.org):

Describe your experience in each of the following areas:

1. Landscape management.
2. Habitat restoration.
3. Hand/power tools.
4. Herbicides.
5. Crew management.
6. Spanish speaking ability.

State any constraints with start date and desired working hours.