



# Now Hiring

## Invasive Species Management

### Field Crew Lead



North Country Cooperative Invasive Species Management Area (NCCISMA) has 2 openings for Invasive Species Management Seasonal Field Crew Leads. These positions will work on teams of 2-4 people, and occasionally independently, performing invasive species management in the field over a six county area including Lake, Mason, Mecosta, Missaukee, Osceola, and Wexford.

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

- Act as crew lead in the field for a 2-person crew, performing invasive species management and restoration planting as directed by the NCCISMA Program Coordinator
- Perform invasive species management activities in the field by applying herbicides using various techniques including cut-stump and foliar spray (using hand and backpack sprayers), and by mechanical means including hand-pulling, brush cutting, and other physical methods of removal (using shovels, hand saws, clearing saw, etc.)
- Cooperate with partner field crews, acting as team lead or crew member as needed
- Coordinate and carry out the daily field schedule for the crew, with assistance from the Program Coordinator
- Record field data using datasheets, GPS units, hand-drawn field maps, and the Midwest Invasive Species Information Network (MISIN) phone app or website
- Interact with the public in response to inquiries in the field regarding control work being performed and other available NCCISMA programs
- Ensure that all laws and safety procedures are being followed by field staff
- Promote invasive species awareness and NCCISMA cost-assist programs for addressing high priority species to property owners, as appropriate, when encountered in the field
- Other duties as assigned, including assisting NCCISMA with volunteer work days, invasive species management workshops, and other outreach events

#### **Skills and Eligibility Requirements:**

- Bachelor's degree or significant progress toward a 4-year degree in environmental sciences or a related field
- Experience in natural resource management, preferably in invasive species management
- Certified Commercial Pesticide Applicator in the categories of Right-of-Way, Aquatics, and Ornamentals; otherwise must be willing and able to study for and pass exams for certification in these categories within the first month of employment - study materials will be provided
- Experience safely mixing, storing, and applying herbicides preferred; experience working with handheld gardening tools, backpack sprayers, hand-held sprayers, and herbicides to manage invasive plants a plus
- Strong knowledge of plant identification of regional invasive species preferred; otherwise must be willing and able to quickly learn to identify NCCISMA high-priority invasive plant species
- Evidence of leadership skills, as well as being an effective team-player, with experience directing and coordinating work crews
- Must be able and comfortable to work independently outdoors in remote areas and on office projects

- Must be reliable, have history of strong organizational skills, and an exceptional work ethic
- Must hold a valid driver's license and have a good driving record

### **Terms and Benefits:**

- Pay Rate: \$13 - \$15 per hour
- Duty location may be Scottville or Paris, MI; applicants should specify a preferred location (or if both are acceptable) in the application cover letter
- This is a full-time seasonal position, working 40 hours per week for up to 24 weeks
- Preferred start date April 22 - May 6th
- Some travel using personal vehicle will be required, with mileage reimbursed at the federal rate
- Benefits include paid federal holidays and vacation/sick leave

### **Other Considerations:**

- Field work will take place in all weather conditions, and will likely involve contact with stinging insects and hazardous plants
- Must be comfortable mixing and applying chemical herbicides
- Must be able to carry a 25lb backpack sprayer across uneven or saturated terrain
- Must have confidence in effectively speaking with people from a variety of demographics
- Must be able to work flexible hours; work days ranging from 8-10 hours
- First Aid and CPR certification preferred
- Use of personal smartphone will be required

### **To apply:**

Submit a cover letter, resume, college transcripts (unofficial are acceptable), and 3 references to Vicki Sawicki, NCCISMA Program Coordinator, at [vicki.sawicki@macd.org](mailto:vicki.sawicki@macd.org). Please contact NCCISMA with any questions by email at [vicki.sawicki@macd.org](mailto:vicki.sawicki@macd.org) or by phone at (231) 429-5072.

**Please submit your application materials no later than  
Monday, March 18, 2019**

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([www.michigan.gov/invasives](http://www.michigan.gov/invasives))*

*North Country Cooperative Invasive Species Management Area (NCCISMA) and its fiduciary, Mason-Lake Conservation District, are Equal Opportunity Employers*