



# Now Hiring

## Invasive Species Management

### Field Crew Lead



North Country Cooperative Invasive Species Management Area (NCCISMA) is seeking an Invasive Species Management Field Crew Lead, performing invasive species management activities over a six county area including Lake, Mason, Mecosta, Missaukee, Osceola, and Wexford.

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

- Act as lead in the field for a 4-person crew, performing invasive species management as directed by the NCCISMA Program Coordinator
- Perform invasive species management activities in the field using mechanical and chemical methods
- 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 land-managers and property owners of invasive species control locations to advise on recorded infestations, obtain permission for treatments, and present related applicator service agreements per Michigan Department of Agriculture and Rural Development (MDARD) requirements
- Ensure that all laws and safety procedures as prescribed or required by MDARD and NCCISMA are being followed by field staff
- 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
- Background 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
- Experience identifying Michigan native and invasive plant species; otherwise need ability to quickly employ taxonomic keys to identify plants
- 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 and have history of strong organizational skills and an exceptional work ethic
- Must hold a valid driver's license, have a good driving record, and a reliable vehicle

#### **Terms and Benefits:**

- Pay Rate: \$12 - \$14 per hour; based out of Scottville, MI
- This is a full-time seasonal position, working 40 hours per week for up to 24 weeks
- Preferred start date is May 7

- 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 are generally 8 hour days, with occasional evenings or weekends required
- First Aid and CPR certification preferred
- Must be willing to travel across a six-county area as needed to complete work assignments
- Use of personal smartphone or computer may 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  
12:00 noon on Monday, April 2, 2018**

*This project is funded by the Michigan Invasive Species Grant Program  
([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*