## REDWOOD COMMUNITY ACTION AGENCY

**Natural Resources Services Division**

**JOB ANNOUNCEMENT**

**TITLE: RESTORATION FIELD CREW (Spartina Invasive Species Projects)**

**STATUS:** The Field Crew will work on a fulltime basis during late Spring through Fall; and then on intermittent, part-time basis subject to available work, tidal access and diverse weather conditions. This is an entry level, non-benefitted position with opportunities for advancement to a benefitted position based upon work performance.

**PAY RATE: $17.00/hour** (NOTE: At 6-months depending upon the outcome of a work performance evaluation there will be a possibility of a 2% - 6% raise plus additional benefits)

**AVAILABLE: ON-GOING**

**APPLICATION PROCESS:**

**Required** Employment Applications and instructions for submitting your application materials are available at[**www.rcaa.org**](http://www.rcaa.org) a resume with your application is highly recommended.

**PLEASE NOTE**: Not all applicants will be selected for interviews. Only candidates selected for interviews will be contacted regarding their status. Late applications (if a deadline is listed), incomplete applications or resumes without applications will not be accepted.

RCAA is an **“Essential Business”** that continues to operate during unexpected events, such as: earthquake, natural disaster or a public health emergency. Thus, employees of RCAA are expected to continue to perform their jobs while taking all appropriate safety precautions. As a condition of employment RCAA requires all employees to submit proof of having been fully vaccinated for COVID-19.

**POSITION PURPOSE**

Under the general direction of the NRS Division Director and the direct supervision by the Projects Coordinator and/or designated Field Supervisor; the Restoration Field Crew will primarily work as part of a crew to eradicate invasive cord grass from salt marshes in Humboldt Bay or other projects as assigned. Work will involve site reconnaissance, manual/mechanical/cultural means of treating Spartina, and tool maintenance. The Field Assistant will work on an intermittent, part-time basis subject to available work, tidal access and diverse weather conditions. Restoration Field Assistants may also assist in the implementation of other natural resources projects, including watershed restoration/salmonid habitat restoration and active living projects as assigned.

**essential job functions**

The Natural Resources Restoration Field Crew performs a variety of primarily physical tasks such as: planting native vegetation, invasive plant removal, erosion control, general field measurements, constructing trail amenities, light carpentry, site safety, and operation of various field equipment and vehicles.

**JOB REQUIREMENTS**

Knowledge of and Experience With:

* Landscaping practices such as tree-planting; salt-brackish-or-freshwater wetland revegetation, invasive plant removal and erosion control practices
* Building and/or maintenance of trails
* Some identification of common native plants
* The use and maintenance of power and hand tools

Ability to:

* Communicate effectively in written and verbal form
* Understand and implement written and verbal instructions with a high degree of accuracy
* Work well with others and with a minimum of supervision
* Perform duties to the required specifications and quality standards
* Develop and maintain cooperative and effective relationships with co-workers, RCAA Agency staff, personnel of other agencies, funding source representatives, the local service population and with individuals contacted in the course of work
* Show strong interpersonal skills and the ability to relate to individuals who may not share basic beliefs, including value systems and behavioral norms.
* Work with culturally diverse communities, with the ability to be sensitive and appropriate.
* Maintain a professional, confidential work environment.
* Establish and maintain personal and programmatic boundaries while providing support services.
* Ensure and protect Agency, employee, program and client confidentiality and safety; and follow all protocols and procedures defined by this Agency and/or State and Federal laws to achieve this protection.

**PREFERRED QUALIFICATIONS**

* One (1) year experience working on a natural resources construction crew, watershed management or restoration project, trail planning/construction, or other similar projects

**OTHER REQUIREMENTS**

* Must be a U.S. citizen or lawful permanent resident, and have the ability to provide proof of identity and employment eligibility in accordance with Federal law
* Must have means and capacity to perform job related duties with personal vehicle, as may be required.
* Possession of valid California’s Driver’s License, current auto insurance and acceptable DMV record.
* Submit to a background check with acceptable results
* Valid First Aid and CPR certification or willingness/ability to be certified if required
* Must have current tetanus immunization or willingness to obtain one
* As a condition of employment all employees must provide proof of having been vaccinated for COVID
* Must have home phone or cell phone, or other effective means of communication that can receive voice mail and text messages

**PHYSICAL & LABOR INTENSIVE REQUIREMENTS OF THE POSITION**

The employee must have the ability to work in natural resource restoration which includes erosion control, revegetation and in-stream habitat improvement. Must also be able to perform these physical requirements of the position with or without reasonable accommodations:

* Move and lift heavy items (40-75 lbs.) on a regular basis
* Walk, climb and hike up and down steep slopes/hills, with loose rock, thick brush, and/or walk on slippery marsh plain
* Ability to be on your feet for extended periods of time and work outside in inclement weather
* Perform repetitive motion tasks, such as weed-eating, digging, planting holes, pounding in stakes, stooping, bending, reaching, pulling, etc.
* Ability to use various hand and power tools; including gas powered chainsaws with blade attachments for up to 5 hours per day
* Must be able to drive various vehicles or equipment, pull and back-up trailers; the ability to drive a 4x4 manual transmission truck is highly desired

**NOTE:** This position is considered a **“safety-sensitive”** job and will be subject to RCAA’s “Substance/Alcohol Abuse” policy. This policy is included in the Policies and Procedures and a more detailed brochure is available from the Human Resources Department which further outlines the policy.

***RCAA IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER***