

REDWOOD COMMUNITY ACTION AGENCY
Natural Resource Services Division
JOB ANNOUNCEMENT

TITLE: RESTORATION FIELD CREW – need to hire multiple crew members

STATUS: FULLTIME 40/hrs. weekly plus health benefits

PAY RATE: \$20.00/hour

AVAILABLE: Immediately -

APPLICATION PROCESS:

Required Employment Applications and instructions for submitting your application materials are available at 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.

POSITION PURPOSE

Under the general direction of the NRS Division Director and the direct supervision by the 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 Crew may work on an intermittent, part-time basis subject to available work, tidal access and diverse weather conditions. Restoration Field Crew will also assist in the implementation of other natural resources projects, including: watershed restoration, salmonid habitat restoration, removing invasive grass/plants on the dunes, 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.
- 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.
- Ability to: drive/operate various types of vehicles, pull and backup a utility trailer, work on small engines (examples: chainsaws, weed eaters, etc.)

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.
- Submit to a pre-employment physical, including a current tetanus immunization or willingness to obtain one.
- Must have home phone or cell phone, or other effective means of communication that can receive voice mail and text messages.

ADDITIONAL JOB REQUIREMENTS

Employee Code of Conduct:

- 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.
- Not engage in or condone any misconduct, sexual harassment, harassment, bullying, workplace violence or unethical behavior; and to immediately report that behavior to their Supervisor, Division Director or the Human Resources Director.

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 using a brush cutter, 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.

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 EMPLOYER