## 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**](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.

**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.
* 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.

**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***