



SEASONAL RESTORATION CREW LEADER

Mountains to Sound Greenway Trust

Season Length:
February 22 to November 18, 2022

POSITION SUMMARY

Join our team! As a member of the Greenway Trust Stewardship Program, you will have the opportunity to work as part of a team in an energetic, productive, and collaborative environment. The Restoration Crew identifies, surveys for, and controls invasive plants, installs native trees and shrubs, collects monitoring data, and maintains ecological restoration projects in partnership with public land management agencies throughout the Mountains to Sound Greenway National Heritage Area. The Crew Leader is responsible for the oversight of the seasonal crew consisting of one Crew Lead, one Assistant Crew Lead, and 4-5 Crew Members.

This is a full-time 9-month seasonal position with the possibility for short-term extension. The Restoration Crew will also support Greenway Trust volunteer events on a regular basis and will work regularly with Greenway Trust staff and occasionally with partner agency and nonprofit staff, sponsored AmeriCorps members, and volunteers.

This position is contingent upon funding from outside sources secured by the Greenway Trust.

EXPECTATIONS & RESPONSIBILITIES

The position expectations listed below are representative of the demeanor, knowledge, and ability of the applicant necessary to successfully carry out the essential duties and responsibilities of the job. Reasonable accommodations can be made as possible.

- **Leadership**
 - Professionally represent the Greenway Trust and follow and enforce all Greenway Trust policies.
 - Model a high standard of courtesy, selflessness, tolerance, hard work, adaptability, and flexibility.
 - Engage, listen to, and learn from people with diverse perspectives and experiences.
 - Demonstrate strong communication skills and ability to motivate a team.
 - Act as liaison between the Restoration Crew and Restoration Projects Manager.
- **Project Implementation**
 - Lead crews in proper ecological restoration best management practices.
 - Ability to properly use tools and conduct routine maintenance of tools, including backpack sprayers, EZ-Ject lances, brush cutters, and other restoration related equipment.
 - Work long days in variable weather, walk on uneven terrain, and wear a 30-pound backpack to apply herbicide.
- **Safety and Risk Management**
 - Monitor and advocate for the crew's physical safety and emotional well-being.
 - Establish and maintain a culture of safety on the crew during all Greenway Trust projects.
 - Conduct daily COVID-19 safety check-in's, enforce COVID-19 safety procedures, and provide firm, consistent feedback when mistakes are made.
- **Administrative**
 - Complete professional documentation of project metrics, crew timesheets, vehicle mileage logs, project reports, COVID-19 check-in forms, and incident reports in a timely manner.

QUALIFICATIONS

A successful applicant brings a combination of the following certifications, knowledge, and experiences. Reasonable accommodations are possible.

Required

- One season of crew leadership experience.
- One season of experience with safe pesticide application.

Desired

- Washington State Pesticide Applicator's License with an aquatic endorsement. The Greenway Trust will provide if needed.
- Two plus seasons of experience with safe pesticide application.
- Wilderness First Aid (WFA) or Wilderness First Responder (WFR) certification. The Greenway Trust will provide WFA if needed.
- Demonstrated experience and engagement with diversity, equity, and inclusion.
- Experience with Pacific Northwest native and non-native plant identification.
- Experience using and maintaining small motor tools (i.e. brush cutters).
- Experience with ArcGIS mobile applications like QuickCapture and ArcCollector.
- Insurable driving record and ability to drive full-sized trucks on rough terrain, and trailer experience.
- Relevant education and/or experience in a natural resource field.

REPORTS TO

The Restoration Crew Leader reports to the Restoration Projects Manager.

COMPENSATION AND BENEFITS

Compensation is \$21.00 per hour.

Benefits for full-time seasonal employees include paid sick time (accruing at one hour per 40 hours worked with 20 hours fronted at the start of the season), worker's compensation coverage, optional participation in an Individual Coverage Health Reimbursement Arrangement (ICHRA) (\$200 monthly contributed by the Greenway Trust), participation in [HealthiestYou](#) program, and optional participation in a 403(b)-retirement plan. This position is not eligible for paid time off including holiday pay. There may be a possibility of unpaid days off due to extenuating circumstances.

LOCATION AND SCHEDULE

The Restoration Crew is based out of the Greenway Trust Field Office at Lake Sammamish State Park in Issaquah, WA and will work on surrounding public lands. The Restoration Crew works a 10-hour workday (7am to 5:30pm), on a Tuesday-Friday schedule, with occasional Saturday volunteer events.

TO APPLY

Please send in a cover letter, resume, references, any materials you wish to share that are related to your ecological restoration experience to:

apply@mtsgreenway.org

Indicate which position you are applying to in the email subject line. In the cover letter, please include your leadership style, including successes or failures that have shaped you as a leader, how you balance soft skills necessary for good leadership with technical project requirements, and how you have engaged in topics of diversity, equity, and inclusion. Cover letters should not exceed two pages.

*Applicants for the Crew Leader position may be considered for the Assistant Leader and Crew Member positions. This position is open until filled; priority will be given to applications received by **January 17, 2022**.*

ABOUT THE MOUNTAINS TO SOUND GREENWAY TRUST

The Mountains to Sound Greenway Trust leads and inspires action to conserve and enhance the landscape from Seattle across the Cascade Mountains to Central Washington, ensuring a long-term balance between people and nature. Our coalition of community members, businesses, government agencies, and donors is joined together by the ethos that when we have meaningful connections with our natural surroundings, we are healthier and happier, our communities are stronger and more equitable; our lives are better.

Nearly thirty years of collaboration and hard work have tested and strengthened the vision of the Mountains to Sound Greenway and resulted in this landscape being recognized as a National Heritage Area by the US Congress. We have proven to this region and the rest of the nation that collaborative conservation, pursued by a broad-based and inclusive coalition of partners, can affect positive change. Learn more at www.mtsgreenway.org

STATEMENT ON DIVERSITY, EQUITY, AND INCLUSION

The Greenway Trust strives to be a multicultural organization. We have contracted with a Diversity, Equity, and Inclusion consultant who is helping to guide us as we develop and grow. We acknowledge that we operate in a historically white-led field and that this process is long overdue. We are still early in this work and know that we will make mistakes, but we are committed to creating lasting structural changes that increase the diversity, equity, and inclusion internally in our workplace and externally in the communities we serve.

STATEMENT ON COVID-19

The Mountains to Sound Greenway Trust is following Washington State and King County guidelines in response to COVID-19. We have modified on-the-ground programming as needed to be safe during the pandemic. Our pandemic response plan can be found on our website at www.mtsgreenway.org/covid19/.

Please note that vaccination requirements are in place for Greenway Trust staff and volunteers.

EQUAL OPPORTUNITY PROVIDER

The Greenway Trust is committed to providing equal opportunity for all employees and applicants without regard to race, color, religion, creed, national origin, sex, age, marital status, sexual orientation, gender identity, disability, ancestry, genetic information, use of a service animal, honorably discharged veteran, military status, political ideology, personal appearance, family responsibilities, or any other characteristic protected under federal, state or local law. Each person is evaluated on the basis of personal aptitude and merit.