

Restoration Equipment Operator

Job Summary

The Restoration Equipment Operator (REO) runs skid loaders, tractors, and other large equipment such as excavators while conducting ecological restoration projects. Example projects include forestry mowing, tree shearing, tree planting, shoreline regrading and earth moving, seeding and mowing. Operators will also conduct general maintenance and small repairs on equipment and implements. While not operating or maintaining equipment, Operators will work alongside Restoration Technicians (RT) conducting a variety of ecological projects with small power equipment and hand tools. REOs are expected to meet daily objectives regarding project goals, paces, and safely completing the work within a given time and budget. REOs will be expected to safely load and drive the in-field work trucks with attached trailers. This position is physically demanding, requiring long, consecutive days performing repetitive tasks in various weather and topographic conditions. Projects are located in the Twin Cities and Upper Midwest.

The ideal candidate for this position is highly reliable, proficient in safely operating, transporting, and properly maintaining equipment, demonstrates strong situational awareness, and is capable of performing physically demanding tasks in outdoor environments. They should be comfortable working in varied seasonal weather conditions and demonstrate a strong work ethic, attention to detail, and the ability to work effectively both independently and as part of a team. The candidate should also have experience in invasive and native species identification, integrated pest management (IPM), and herbicide application. Experience with seeding, planting, erosion control practices, and prescribed burn experience is also preferred.

Starting wages vary based upon experience, ranging from \$21.50-\$24/hr. Employees are eligible for benefits such as prevailing wage, holiday pay, vacation time, retirement match, HRA, and annual gear stipend.

General Expectations

- Work weeks are typically 40-50 hours depending on workload and weather conditions. The position will be expected to perform physical labor on a daily basis.
- Ability to use project management software to manage projects, budgets, and set schedules.
- Ability to work safely in outdoor conditions and communicate hazards; jobsite conditions vary and host hazards such as uneven terrain, biting/stinging insects, thorns, etc.
- Wears all required PPE
- Valid Driver's License and pass MVR check
- Able to pass a DOT Physical
- Possess, or willing to obtain, CDL (Subject to drug testing and other CDL requirements)
- Ability to lift up to 50 lbs. repeatedly throughout the day
- Ability to bend, twist, and stoop repeatedly throughout the day
- Has or is able to acquire a Commercial Pesticide Applicator License (Categories A & J)
- Comfortable driving up to 1 ton trucks with trailers
- Work through issues regarding equipment needs, safety issues, budget constraints, and crew pace
- Able to work independently while operating equipment with no supervision



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- Able to work in a team setting with 2 to 8 other employees
- Willing to support industry standard and imposed pace & practices
- Communicates issues to supervisor regarding equipment and pace
- Weekend work will occur throughout the growing season. Landbridge staff require flexibility with scheduling due to workload needs and external challenges (i.e.: weather).
- Employees are expected to maintain professionalism in interactions while respecting workplace policies and rights
- Workdays generally begin and end at LANDBRIDGE central headquarters in Saint Paul, MN, or at the jobsite location
- Occasional overnight requirements are necessary for out-of-town projects

Job Specific Requirements

Project Execution (85%)

- Arrive on time, prepared, and ready to work
- Ensure the tasks that are assigned for the day are understood
- Ability to safely complete tasks at industry standard and imposed pace
- Accountable for ensuring that you and your team is communicating and working together to complete the assigned tasks and ensure the quality of the project aligns with Landbridge Ecological Core Values (Achievement, Grit, Growth, Unity, Accountability)

Customer Service (5%)

- Responsible for communicating concerns of the Project Owner/Representative to the Crew Manager.
- Be a representative of Landbridge Ecological to the public, ensure that you present yourself in a manner befitting and representative of our Core Values.

Tools & Equipment (10%)

- Responsible for ensuring trucks and tools are cleaned daily
- Ensure all tools and equipment are working and accounted for at the start and end of the workday
- Communicate equipment breakdowns to the necessary individuals (Crew Manager, Equipment Manager, Project Coordinator, etc.)
- Ensure trucks are kept clean (inside and outside) and maintain a professional appearance
- Responsible for any tools/PPE that are assigned to you at the start of your employment be returned in working order upon completion of your employment
- Take initiative on and off site to find work when undirected (shop cleaning, tool maintenance, truck cleaning, etc.)