

Crew Manager

Job Summary

The Crew Manager (CM) will supervise, train, and manage a crew of Restoration Technicians (RT) on a variety of ecological restoration projects. CMs work alongside RTs to implement public/residential/commercial landscapes ranging from small to large scale native installations (planting, seeding, erosion control) and land management (invasive species, prescribed fire, woodland editing). CMs are expected to manage daily project logistics ensuring projects are completed on-time and budget. CMs are expected to drive the in-field work trucks. 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, adept at planning and executing the project tasks, and 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 communicate and work effectively both independently and as part of a team. The candidate should have experience in invasive and native species identification, integrated pest management (IPM), small equipment (chainsaw, brushsaw), and herbicide application. Experience with seeding, planting, erosion control practices, and prescribed burn experience is also preferred.

Starting wages vary based upon experience, but ranges from \$21.50-\$23.00/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 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
- Ability to lift up to 50 lbs. repeatedly throughout the day
- Ability to bend, twist, and stoop repeatedly throughout the day
- Able to pass a DOT Physical
- Has or is able to acquire a Commercial Pesticide Applicator License (Categories A & J)
- Comfortable driving up to 1 ton trucks with trailers
- Communicates issues to supervisor regarding equipment needs, safety issues, budget constraints, and pace with field work
- Able to work in a team setting with 2 to 8 other employees
- Able to work independently while operating equipment with no supervision
- Willing to support industry standard and imposed pace & practices
- 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 Logistics and Execution (50%)

- Ability to complete projects at industry standard and imposed pace safely
- Communicate with Project Coordinator to understand expectations and specifications for projects and ensure staff understand these expectations and specifications
- Oversee efficiency of the crew's tasks on site to meet daily objectives
- Oversee quality control of daily tasks and work completed in the field
- Communicate any unforeseen pinch points to the Project Coordinator
- Track off-site and on-site time for entire team and manage to ensure projects are completed on time and budget
- Ensure necessary forms are completed on time (truck checks, job safety analysis, work completed form, herbicide form, incident forms, etc.)
- Ensure all tools and equipment are working and accounted for at the start and end of the workday
- Ensure trucks are kept clean (inside and outside) and maintain a professional appearance
- Communicate equipment breakdowns to the necessary individuals (Equipment Manager, Project Coordinator, etc.)
- Maintain project folders through the life of a project

Personnel Supervision (45%)

- Communicate, lead, and guide technicians through various tasks to complete projects on time and budget safely
- Ensure technicians are accountable for their roles and responsibilities
- Ability to train technicians on best practices associated with project tasks
- Discuss safety issues associated with tasks and project location daily and complete associated forms (JSA)
- Ensure that safety practices are followed for daily operations and that any known personnel specific concerns (allergies, physical limitations, etc.) are noted and understood
- Ensure staff understand any concerns or special considerations with tasks for the day
- Respond to incidents following established protocol and complete associated forms (near miss, incident, etc)
- Communicate staffing concerns and questions to Project Coordinator
- Work with Project Coordinator to facilitate technician performance reviews, check-ins, disciplinary actions and complete associated follow-up and paperwork
- Ensure all employees are using shop spaces, tools, trucks, trailers and equipment responsibly

Customer Service (5%)

- Be a representative of Landbridge Ecological to the public, ensure staff is presented in a manner befitting and representing our Core Values (Achievement, Grit, Growth, Unity, Accountability)
- Communicate concerns of the Project Owner/Representative to the Project Coordinator
- Communicate potential upsells/change orders with Project Coordinator