

Restoration Technician

Job Summary

The Restoration Technician (RT) works as a team on a wide variety of ecological restoration projects in several diverse plant communities. Projects may range from public/residential/commercial landscapes at various scales. This position primarily focuses on land management work (invasive species control, prescribed burning, etc.) with occasional opportunities in installation (seeding, planting, erosion control). RTs are expected to meet daily objectives regarding project goals, paces, and safely completing the work within a given time and budget. RTs are expected to drive the in-field work trucks on occasion. 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, consistent, 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 work effectively both independently and as part of a team. The ideal candidate has 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 \$18.50-\$21.00/hr. Employees are eligible for benefits such as prevailing wage, holiday pay, Earned Sick and Safe 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 equipment and safety issues to supervisor
- Able to work in a team setting with 2 to 8 other employees
- Able to receive instruction and correction from supervisors
- 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 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.)