



Invasive Plant Control Technician

Job Description

Position Summary

Kestrel Ecological Services is looking for hard-working, reliable individuals who enjoy working outdoors and are dedicated to our mission of maintaining and creating healthy, sustainable, diverse natural ecosystems throughout Florida. Invasive Plant Control Technicians contribute to this mission by performing invasive and exotic plant treatment as part of a crew with other employees. Prior experience with invasive plant treatment is not required. On-the-job training will be provided.

Primary Duties and Responsibilities

Under the supervision of a crew leader, an Invasive Plant Control Technician performs invasive, exotic plant treatment primarily using 3 gallon backpack and 1 gallon pump sprayers. A typical day involves being outdoors, constantly moving through uneven terrain, forests, wetlands, beaches, mangroves, and other types of natural environments. Technicians must:

- Be willing to become proficient in identifying Florida native and exotic plant species
- Operate herbicide sprayers, other handheld equipment and GPS units
- Have sufficient eyesight to judge distances and coordination to spray specific zones
- Be able to wear 25-30 pound backpacks while traversing uneven, rough terrain up to 6 miles/day
- Be able to work in hot, humid conditions, inclement weather and temperatures ranging between 40 to 95 degrees
- Have the endurance necessary to perform duties throughout a standard eight- or ten-hour day.
- Have reliable transportation to and from the show-up location
- Maintain safety standards in the workplace, including wearing necessary Personal Protective Equipment as needed
- Be able to lift a minimum of 30 lbs.
- Perform other related duties as required

It is preferred for technicians to have a valid Florida driver's license and a good driving record, and experience with ATVs and UTVs.

Job Expectations

- Must be very dependable and consistently punctual (arrives prepared for a full day of work)
- Works well as part of a team
- Receives instruction and constructive feedback in a receptive way
- Communicates well with co-workers and supervisors
- Consistently and respectfully follows the directions of the crew supervisor
- Comprehends written and verbal job instructions and information
- Works well under pressure and maintains a calm and professional demeanor under stressful conditions
- Consistently demonstrates a positive and cooperative attitude with all employees
- Informs the immediate crew supervisor in a timely manner of work progress, problems and/or suggestions
- Consistently follows all policies and procedures

Work Schedule and Travel

The typical work schedule is Monday through Thursday with occasional work opportunities on Fridays and the weekends. Start time is usually 8 AM, and a typical day can be 10 hours or even up to 12 hours when traveling out of town. Most employees average 35-40 hours/week. Willingness to work out of town Monday through Thursday for consecutive weeks at a time is required. Per diem and lodging is provided for out-of-town travel. Overnight travel typically involves sharing hotel rooms with co-workers.

Work Conditions and Physical Demands

Technicians will be exposed to nature on a daily basis (the beautiful parts as well as the irritating parts like biting or stinging insects). Work conditions require extensive physically strenuous activities, working in all types of weather, and with hazards involving the use of spraying equipment and herbicides. Work also involves the use of ATVs, UTVs, swamp buggies, and boats. All employees are expected to maintain proper hydration and nutrition throughout the day and periodic breaks are provided.

Education and Requirements

Must be 18 years old and have a high school diploma or equivalent. Applicants must be eligible to work in the United States and grant permission for a background check.

Benefits and Wages

Kestrel offers competitive pay and benefits including paid personal time off (PTO), a retirement plan with a 3% employer match, 3-day weekends, a paid 30-minute lunch break and work clothing allowance. Unpaid leave and a seasonal work schedule will be considered upon request. Wages are \$12.00/hr. for entry level and \$13.00/hr. with demonstrated academic training or classes in botany, environmental sciences and/or forestry. A pay increase is standard upon a satisfactory 90-day performance review.

To Apply: Please request an application from Jane Emmerée, Administrator, at Jane@Kestrelco.com. Qualified applicants will be contacted for an interview within 2 weeks of receipt of their application.

EQUAL OPPORTUNITY EMPLOYER

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