

JOB DESCRIPTION



JOB TITLE	Ecological Restoration Crew Leader
JOB FAMILY	Conservation
JOB NUMBER	450002
SALARY GRADE	2
STATUS	Hourly – Non-Exempt
DATE	January 2021

A LITTLE ABOUT US

Founded in 1951, the Nature Conservancy is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 72 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments and the private sector. To learn more, visit www.nature.org or follow @nature_press on Twitter.

YOUR POSITION WITH TNC

The Ecological Restoration Crew Leader is a 9-month full-time, position based out of the Northeast Ohio Field Office located near Rock Creek, Ohio. The Crew Leader will direct a team of 3-4 that supports the implementation of ecological restoration projects throughout Northeast Ohio. The Crew Leader is supervised by the Restoration Team Leader who reports to the Restoration Practitioner. The Crew Leader will be expected to oversee the team during daily activities and field work, working independently and with minimal oversight. This is primarily a field position working with project partners to survey and control invasive plant and insect species throughout project sites in Northeast Ohio through chemical and mechanical applications. They will also be responsible for equipment preparation, use, and maintenance; use of GPS unit and related devices; accurate record keeping; and other responsibilities as assigned.

ESSENTIAL FUNCTIONS

- Plan and oversee daily team activities.
- Coordinate with the Restoration Team Leader to maximize team efficiency in the field.
- Use chemical and manual methods to control invasive, non-native plant species.
- Use mobile devices and Geographic Information Systems (GIS) to map non-native, invasive species' presence and locations.
- Excellent communication skills to ensure efficient, effective and safe working conditions with crew members, partners, and the public.
- Use and maintain equipment, vehicles, trailers, GPS units and tools.
- Safe operation of Argo amphibious vehicle in water and on land.
- Distribute educational materials and answer questions from the general public.
- Navigate natural areas with map and compass.

RESPONSIBILITIES & SCOPE

- Receives broad instructions and project goals to complete required tasks, takes responsibility for crew work and efficacy.
- May be responsible for purchases and record keeping.
- Works under infrequent supervision of supervisor.
- Works as part of a team and leads crew.

MINIMUM QUALIFICATIONS

- High school diploma and 2 years training in science-related field or related Minimum of 2 seasons experience in resource stewardship.
- Experience supervising others in a team environment.
- Experience recognizing plant species especially invasive species.
- Experience operating various types of equipment to control invasive plant and insect species.
- Experience performing physical work under adverse or inclement weather.
- Valid driver's license.

DESIRED QUALIFICATIONS

- Bachelor's degree in a science-related field or related experience in land management.
- 4 seasons experience working in natural systems: particularly with native flora of Northeast Ohio and rare and sensitive species.
- Ability to operate and maintain various types of equipment in a safe and efficient manner (e.g.; Argo, herbicide sprayers, hand tools, chainsaw, brush cutters, etc.).
- Ability to safely operate a truck with heavy loads and trailer.
- Ability to follow instructions from supervisor and give instructions to colleagues.
- Ability to motivate others and maintain moral.
- Experience recording data, staying organized, and maintaining field records.

ORGANIZATIONAL COMPETENCIES

Builds Relationships	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
Collaboration & Teamwork	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
Communicates Authentically	Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
Develops Others	Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.
Drives for Results	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
Leverages Difference	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholder. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
Systems Leadership	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of all genders with diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.