



Photo credit: © Jason Whalen/Big Foot Media

## The Nature Conservancy

### Grand River Restoration Crew Member

Become a force for nature and a healthy planet by joining the [Michigan](#) team!

#### Who We Are:

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The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "you'll join for our mission, and you'll stay for our people."

#### What We Can Achieve Together:

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The Grand River Restoration Crew Member is part of a two-person crew who will complete habitat restoration and management at our Grand River Fen preserve in Liberty, MI. The crew member will help identify and control invasive plant species within the project site that encompasses 201 acres of Grand River Fen preserve with the use of grant funds from National Fish and Wildlife Foundation for the Sustain Our Great Lakes program. The Grand River Restoration crew members will conduct restoration work that will help meet the deliverables for this award.

The crew member will help improve these sensitive and rare ecosystems by completing invasive plant removal, monitoring of project site to evaluate efficacy of land management activities and presence of species of conservation concern. This team will keep track of ecological conditions throughout the duration of this project. The crew member may assist in prescribed burns and will operate/maintain tools and equipment. This team will use GPS and geographic information systems (GIS) to identify, record and map non-native, invasive species and restoration work conducted on a daily basis using a database on a Windows PC. This position will require operating a TNC owned vehicle regularly. The crew will work outdoors, in variable weather conditions, on difficult and hazardous terrain, and under potentially physically demanding circumstances. This is a full time, temporary position with an immediate start, ending June 30<sup>th</sup>, 2023.

#### We're Looking for You:

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Are you looking for a career to help people and nature? Guided by science, TNC creates innovative, on-the-ground solutions to our world's toughest challenges so that people and nature can thrive together. We're looking for someone who is passionate, motivated problem-solver. Come join TNC and apply today!

Responsibilities & Scope include:

- Works in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances.
- Capable of identifying native and non-native plant species, including winter twig ID, and animal species to complete preserve management activities.
- Requires considerable physical exertion and/or muscular strain.
- Requires long hours in isolated settings, working closely with coworkers.

- Requires use and maintenance of restoration equipment daily (e.g.; brush cutter, herbicide sprayers, chainsaw, tractor, trailer, two-way radio, etc.)
- Makes day to day decisions as delegated by supervisor.
- May work under infrequent supervision.

Housing is available for this position, however not required. The compensation begins at \$17/hour and is dependent upon skills and experience.

## What You'll Bring:

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### MINIMUM QUALIFICATIONS:

- High school diploma and 1 year's training in science-related field or related experience in land management.
- Experience recognizing native/non-native plant and animal species.
- Experience operating and maintaining various types of equipment.
- Experience working on a team.
- Experience performing physical work.
- Experience using herbicides for land management activities.
- Must be able to obtain related licenses or certifications as required. (e.g. First Aid, CPR, herbicide application, and driver's license).

### DESIRED QUALIFICATIONS

- 1-2 years' experience in natural science related field or related experience in land management.
- Experience working with or knowledge of natural systems.
- Ability to recognize native and non-native plants and animal species to complete preserve management activities.
- Ability to operate and maintain various types of equipment in a safe and efficient manner (e.g.; brush cutter, herbicide sprayers, lawn mower, chainsaw, tractor, trailer, two-way radio, etc.).
- Ability to follow instructions from supervisor and colleagues and work cooperatively with others.
- Ability to communicate clearly via written, spoken in English.
- Ability to perform physical work, often under adverse weather conditions for long periods of time.
- NWCG Fire Fighter Type 2 (FFT2) qualified or ability to pass fire training courses and fitness test. Must provide copy of certificate indicating completion of S-130, S-190, L-180, IS-100 and IS-700 if currently qualified.
- Experience with ARC GIS and GPS units.
- Commercial Pesticide Applicator license or willingness to obtain certification.
- Experience using computers with Microsoft office suite and database systems for maintaining accurate daily work logs, herbicide treatments and other monitoring data.
- Capable of sharing living space and lodging with coworkers.

## What We Bring:

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Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on [nature.org/careers](http://nature.org/careers).

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

**See full job description and apply at [www.nature.org/careers](http://www.nature.org/careers). Search for Job ID 52664. Deadline to apply is 11:59PM EST, January 6<sup>th</sup>, 2023.**

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 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, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to [applyhelp@tnc.org](mailto:applyhelp@tnc.org) with Request for Accommodation in the subject line.