

Rivers & Lands Conservancy

Field Technician



Rivers & Lands Conservancy (RLC) is seeking a team-oriented person to join our organization and make a meaningful contribution to open space conservation in the Inland Empire region and throughout Southern California.

Job Summary: The Field Technician is primarily responsible for conducting field work including weed control, conservation property maintenance and monitoring, and habitat restoration as part of the Stewardship Group. The position will also support Community Programs outreach and education efforts with the public and youth on the lands held or managed by RLC; presently 60+ properties totaling over 3,000 acres.

Reports To: Stewardship Manager

Classification: Temporary Full-time (40 hours weekly through March 31, 2027 – position may be extended or made permanent depending on funding), non-exempt (hourly)

Compensation: \$21.00 – \$24.00 per hour depending on experience. Health, retirement, vacation, holiday, and sick time benefits are provided.

To Apply: Learn more about RLC at our website www.riversandlands.org. To apply, send a resume with a cover letter describing how you fulfill the requirements of the job description to mviramontes@riversandlands.org; Subject line: "Field Technician – (Your Name)"

For More Information: Contact Michael Viramontes, Stewardship Manager via e-mail at mviramontes@riversandlands.org *No phone calls, please.*

Job Responsibilities:

- Work with the Stewardship Group to monitor and steward properties under RLC's care, including: performing or contracting weed control, maintenance/repair of infrastructure (fencing, signage, roads, trails, trash, etc.); general species and habitat surveys, including noting via photographs, field notes, and GPS the presence of disturbances to habitats; communicating with land owners/partners/local law enforcement to rectify prohibited uses including but not limited to overseeing removal of unhoused encampments and dumped materials, and implementing land management plans.
- Work with Stewardship Group to schedule habitat restoration field work including application of herbicide, hand pulling weeds, mechanical treatment of weeds, native plantings, seeding, irrigation, etc.
- Work in the field approximately 70-80% of the time and 20-30% of the time in the RLC office (or home office); this percentage fluctuates throughout the year based on need.
- Schedule and use the company truck (4-wheel drive), trailer, and necessary tools to perform conservation site visits or other stewardship tasks. Use own personal vehicle to visit accessible conservation sites (mileage will be reimbursed at standard IRS rate).
- Assist and lead community outreach events and education activities (during the week and on weekends) including hikes, youth educational programs, plantings, and cleanup days.
- Represent RLC in a professional manner during interactions with property owners, volunteers, regulatory agencies, the public, and other parties.
- Maintain detailed documentation of monitoring per RLC records management policy.
- Collaborate closely with other RLC staff and partners to advance organizational priorities.

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Requirements

- Experience with the safe and effective use of powered and non-powered tools, sometimes in potentially dangerous work situations associated with natural areas (e.g. unstable slopes, rodent nests, and inclement weather). Tools commonly used include chainsaws, weed whips, brush cutters, hedge-trimmers, shovels, and weed wrenches.
- Experience with the safe and effective use of herbicide (backpack spraying, cut stump treatment, and other methodology).
- Possession of a Department of Pesticide Regulation (CDPR) QAL/QAC certification or willingness and ability to acquire one within first 6 months (RLC shall pay for the exam and other necessary time/costs to acquire certification).
- Some familiarity with California flora and fauna, southern California ecosystems, and/or invasive plant species.
- Ability to conduct physical labor outdoors including hiking through and working in a variety of habitat types and terrain, walking over uneven ground, climbing over obstacles, hiking to remote sites, working in variable weather conditions, and carrying equipment to access sites.
- Responsible and reliable work ethic.
- Ability to occasionally lift, position, or otherwise move objects weighing up to 50 pounds.
- Working knowledge of Windows XP operating system and PC applications such as Microsoft Office Suite
- Current/valid driver's license with a good driving record and proof of insurance.
- Daily access to a motor vehicle.
- Reside within 50 miles of the RLC office.
- Excellent interpersonal skills working with all kinds of people.
- Ability to work independently in the field and in the office and as part of a team.
- Ability to work approximately 1-2 Saturdays per month.

Desirable Qualifications

- Basic construction skills, including fencing, sign installation, and outbuilding maintenance.
- Experience operating 4WD vehicles and/or towing a trailer.
- Ability to use GIS applications such as Google Earth Pro or ArcGIS online.
- Ability to orient and navigate in the field using aerial and topographic maps and GPS technologies, including collecting and finding GPS locations in the field.
- Some college education or Bachelor's Degree in natural resources management, biology, environmental studies, or closely related curricula or equivalent experience in the conservation field.
- Understanding of scientific principles.
- Familiarity with adaptive management and its application to land management and conservation.
- Experience working with the general public in a professional capacity.
- Motivated to advance the big picture of conservation by engaging the community through RLC's Community Programs.
- Excellent oral and written communication skills.
- Spanish language skills.

Disclaimer

These statements are intended to describe the general nature and level of work being performed by this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.