

## JOB ANNOUNCEMENT

**Position:** Restoration Projects Supervisor

**Location:** Fort Collins, Colorado

**Duration:** Full time through Dec 31, with opportunity for extension. Depending on the candidates experience and skills, a full-time permanent opportunity may be available.

**Compensation:** \$40,000 - \$50,000/year (prorated for duration of employment), depending on experience

**Employment Period:** April 15 – December 31, 2019, with potential for extension pending employee performance and AloTerra's contractual obligations.

**Application Deadline:** March 31, 2019, or until position is filled

**Conditions:** AloTerra is a drug-free workplace. Candidates must undergo background check and be eligible to work legally in the United States.

### TO APPLY

Please send as a single pdf or a single word doc a cover letter (maximum 500 words), resume (2 pages max), three references, and salary history (3 past jobs) via email to: [john@aloterraservices.com](mailto:john@aloterraservices.com). No phone calls please. Applicant's resume must *clearly* demonstrate your experience with the job requirements outlined below.

### POSITION OVERVIEW

AloTerra Restoration Services, LLC (AloTerra) is seeking a restoration projects supervisor (AKA superintendent) to supervise job sites, professional crews, oversee a variety of subcontractors, perform technical interpretation of design plans, ensure production and quality results, manage project budgets and scopes of work, and perform other field and office duties for a wide range of ecological restoration projects. Projects are diverse and include river and riparian restoration, wetland mitigation, upland restoration, and erosion control for Federal, State, local, and private clients. The supervisor must excel in understanding a great variety of technical plans and communicating technical details to people with various learning styles. The successful candidate will have a strong background in restoration work, implementing project tasks such as seeding, installing container stock, willow cuttings, erosion control, mulching, and bioengineering element such as fascines and soil lifts. Experience with irrigation, applying soil amendments, and other restoration treatments is also imperative. The Supervisor must have proven experience in expert communication, job site management, conflict resolution, project budgeting, project scheduling, staff management, materials acquisition, and similar professional-level qualifications necessary to excel in this position. The Supervisor is a key member of AloTerra's dynamic project teams and is expected to provide fundamental leadership in nearly all facets of AloTerra's construction projects, including equipment operation, crew management, site safety, quality assurance, incident reporting, and more.

### ORGANIZATIONAL BACKGROUND

Founded in 2014, AloTerra has quickly built a strong reputation for quality ecological restoration design and design-build services throughout Colorado. AloTerra pursues projects and clients based on the potential to improve ecological function of highly disturbed systems. With this fundamental precept in mind, and stemming from our mission to *create ecological restoration solutions that maintain biologically diverse and highly functioning landscapes within the context of community needs*, AloTerra is fortunate to be involved with a variety of fascinating projects. Our staff and project team members include professional restoration crews, restoration technicians, ecologists, hydraulic and geomorphic engineers, landscape architects, project managers and supervisors, GIS technician, and a variety of other specialists providing our clients with a wide range of restoration services.

## GENERAL RESPONSIBILITIES

1. Crew and project site management, including technical oversight, project production planning, scheduling, materials acquisition, receiving & tracking shipments of materials, evaluating equipment and tool needs, and other tasks necessary to meet production targets and assure high quality results that meet or exceed client expectations: 80%
2. Fulfilling pre-project and post-project requirements, such as site walks, scheduling crews, worksite safety meetings, reviewing and comprehending complex restoration plans (i.e., plan sets & drawings), completing quality assurance & quality control reports, ensuring adherence to AloTerra safety protocols, and other tasks to ensure a positive and rewarding work environment for all staff: 10%
3. Equipment operation, including ATV with basic tow-behind attachments (disc, drag harrow, etc.), physical labor as needed, skid steer, excavator, and some heavy equipment operation as experience allows. An AloTerra Project Supervisor is expected to work equally hard as their crew: 10%

## QUALIFICATIONS

The following qualifications should be *clearly* highlighted in your resume.

### Required

- Minimum of 4 years of experience in ecological restoration, construction, landscaping, or a related field;
- Minimum of 2 years of experience overseeing crews, supervising job sites, and implementing restoration or similar projects with a high level of responsibility;
- Demonstrated ability to provide highly effective and professional communication to a broad range of people, including staff, subcontractors, vendors, and clients (local coalitions, land management agencies, private land owners, ranchers, etc.) both in writing and verbally;
- Proficient with computers, basic office related software (MS office, spreadsheets, word processing, etc.), and some advanced software (GIS, Databases, and similar); with some technical writing experience;
- Experience successfully implementing seeding, container stock, willow cuttings, erosion matting, irrigation, mulching, bioengineering, and other restoration treatments to a high standard;
- Proven ability to work with grace and professionalism under high stress situations;
- Solutions-oriented attitude, with a desire and proven ability to meet or exceed production targets, quality, and project deadlines;
- Strong desire and ability to perform physically demanding work in an outdoor setting.
- Strong organizational skills;
- Proven ability to work well as part of a team and lead crews in a manner that inspires and ensures high performance (quality, production, deadlines) under challenging field conditions;
- Clean driver's license and ability to work well in a drug-free environment; and
- Strong work ethic, energetic, and self-directed.

### Desired

- B.S. degree in natural resources, ecology, botany, civil engineering, landscape architecture, or similar field. Individuals with significant demonstrated professional experience in the above fields may be considered;
- Experience operating light equipment (skid steer, ATV, etc.) and heavy equipment (excavator, loader, etc.); and
- Experience working with construction, consulting, or non-profit organizations.

## EQUAL OPPORTUNITY EMPLOYER

AloTerra Restoration Services, LLC is an Equal Opportunity Employer and protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, creed, age, religion, sex (including pregnancy), sexual orientation, or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.