

## JOB ANNOUNCEMENT

Position: Ecological Restoration & Site Maintenance Supervisor

Location: Fort Collins, Colorado

Duration: Seasonal: Ten months, 30-40 hours per week.

Employment Period: March 01 – December 17, 2023, with the possibility for extension into future years.

Compensation: \$24 - \$26/hour, depending on experience and certificates. Review after 3 months. We promote from within to managerial positions depending on performance of employee. Annual bonuses provided based on company and employee performance. Benefits include holiday, vacation, sick, and retirement.

Application Deadline: Early applicants receive priority for interviews. Position open until 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 a cover letter, resume, and three references (all as a single pdf or word doc) via email to: [shaun@aloterraservices.com](mailto:shaun@aloterraservices.com). No phone calls please. Resumes must clearly demonstrate candidate's relevant skills and experience as they relate to the requirements described below.

### POSITION OVERVIEW

AloTerra Restoration Services, LLC (AloTerra) is seeking a qualified project supervisor for a wide range of ecological restoration maintenance and construction projects (i.e., river and riparian restoration, wetland mitigation, upland restoration, erosion control, etc.). AloTerra works with a wide diversity of federal, state, and local clients throughout Colorado and Wyoming, providing employees with conservation work in a variety of habitats in the Rocky Mountains and the great plains. Our projects, under the leadership of professional restoration ecologists and project managers, are a venue for employees to learn a wide range of weed management (e.g., mechanical weed treatments, herbicide treatments, etc.), revegetation, fencing, equipment operation, bioengineering, and other ecological restoration and site maintenance skills. This requires sound project supervisory skills, and daily physical labor in a fast-paced environment. The Ecological Restoration & Site Maintenance Supervisor provides and oversees weed management as a priority, and will be engaged in other ecological restoration treatments throughout the year. As such, the successful candidate will have sound experience and sincere interest in weed management, and interest in other ecological restoration treatments. Ecological restoration is multi-disciplinary, attracting successful candidates from a variety of backgrounds. This position is about 90% field based, with some office work and travel to project sites across Colorado. When field work is not available, the employee may be asked to perform a variety of support duties.

### ORGANIZATIONAL BACKGROUND

AloTerra was founded in 2014, and has built a strong reputation for ecological restoration design, construction, and ecological maintenance services across Colorado. AloTerra pursues projects and clients based on the potential to improve ecological function of highly disturbed systems. This primary goal stems from our mission

to create ecological restoration solutions that maintain biologically diverse and highly functioning landscapes within the context of community needs, and drives AloTerra's support for a great variety of fascinating projects with high conservation value. Our staff and extended team members include a principal restoration ecologist, restoration ecologists I and II, restoration and GIS technicians, ecologists, wildlife biologist, hydraulic and geomorphic engineers, landscape architects, equipment operators, and a variety of leadership staff, providing clients with quality restoration projects and a full suite of ecological restoration services. All crew members and supervisory staff are integral to our dynamic and diverse organization, and are expected to perform professionally, exercise positive community values and ethics, and show a dedication to quality work and rewarding crew experience on every project.

## **QUALIFICATIONS**

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

### **Required**

- Very strong work ethic, energetic, flexible, professional, and self-directed;
- Dedication to quality of work in everything you do;
- Qualified Supervisory license is strongly desired (with category 109, State of Colorado), but we may accept applicants with a Certified Applicator license if they can prove their ability to attain a QS license shortly after employment.
- Two-plus years of experience leading field crew members (e.g., crew leader, foremen, etc.) in construction, weed management, or related outdoor work.
- Ability to work in difficult, fast-paced outdoor settings, performing moderate to hard physical labor for 8-10 hours/day to meet production targets and quality goals;
- Desire and ability to travel for work (throughout Colorado, and at times Wyoming), including spending 2-4 days per week away from home;
- Ability to work in inclement weather (e.g., rain, snow, sleet, wind, excessive heat & cold) while keeping a positive attitude;
- Native and non-native plant ID in the Rocky Mountains.
- Proven ability to communicate well (written and orally) with a diversity of people;
- Ability to work very well as part of a team, contributing to positive crew morale always;
- Strong conservation values, such as protection of water quality, rare and endangered species, air quality, materials use efficiency, etc.
- Dedication to a safe and productive working environment; and
- Desire to work for a small and growing firm based in Fort Collins, Colorado.

### **Desired**

- Two-plus years of experience in weed management, ecological restoration, botany, landscaping, natural resources work, or related field work;
- One-plus year of experience as a restoration or maintenance project foreman or project supervisor position.

## **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.