



Job Announcement

20260159 Natural Resources Technician I, II, or III – Vegetation Management

CLOSING DATE: Open Until Filled

APPLY ONLINE AT [LONGMONTCOLORADO.GOV/JOBS](https://longmontcolorado.gov/jobs)

Department: Community Enrichment

Division: Parks, Recreation & Open Space (PROS)

Hiring Range:

Tech I \$28.92 - \$32.14/hour

Tech II \$30.95 - \$34.39/hour

Tech III \$33.11 - \$36.79/hour

November to March: Monday – Friday, 7:00am – 3:30pm

March to November: Monday – Thursday, 6:00am – 4:30pm Some weekends and nights required.

Regular Full-time with Benefits

Benefits include: Medical, Dental, Vision, Flex Spending, Defined Benefit Pension Plan, 401(a) Money Purchase Plan, Life & Survivor, Term Life & AD&D, Long Term Disability, Bereavement, Jury & Witness Duty, FMLA, Military Leave, Parental and Caregiver Leave, Sick, Vacation at start of employment, Holiday pay, EAP, Tuition Assistance.

Other benefits: Optional, employee elected, voluntary benefits are available.

Open Until Filled positions may close without advance notice. To be considered, please apply as soon as possible.

Definition:

Tech I: This is an entry-level position within a career series job classification that receives training on and performs a wide variety of semi-skilled and skilled tasks related to vegetation management, wildlife management and grounds maintenance of open space, nature areas, greenways, and other City owned lands with natural resource values.

Tech II: This is an advanced-level position within a career series job classification that performs a wide variety of semi-skilled and skilled tasks related to vegetation management, wildlife management and grounds maintenance of open space, nature areas, greenways, and other City owned lands with natural resource values. Persons recruited in this position perform advanced tasks and are developing skills necessary to reach an expert level and develop leadership skills.

Tech III: This is an expert level position within a career series job classification that performs a wide variety of semi-skilled and skilled tasks related to vegetation and wildlife management and grounds maintenance of open space, greenways, nature areas and other City-owned lands with natural resource values. Persons recruited in this position will demonstrate a high level of expertise and training necessary to independently perform natural resources management at an expert level and demonstrate leadership skills.

Principal Duties:

Non-Technical: Service Oriented, Positive Attitude, Helpful. Trustworthy, Adheres to Ethics & Regulations. Collaborative, Team Oriented, Interacts Respectfully. Productive, Takes Initiative, Meets Deadlines, Achieves Results. Safe & Manages Risks to Minimize Incidents. Work independently and occasionally provide project leadership in collaboration with Senior Natural Resources Technicians and the Ecosystem Manager. Train Natural Resources Technicians and Temporary Natural Resources Technicians on assigned areas of expertise. Build effective working relationships with co-workers, and communicate and collaborate with contractors, vendors and customers. Critically analyze operations and equipment performance and implement effective responses. Work with staff in other Divisions to deliver shared work or to complete cross-Division work assignments. Anticipate possible problems and consequences of situations and make decisions or take necessary steps to solve problems. Adhere to applicable standards, protocols and operating plans. Demonstrate a general curiosity about the job, and conduct research and technology reviews, and share information. Complete assigned tasks with quality and address important details. Success in demonstrating the above non-technical skills requires Employees to live by the City's thirteen cultural attributes in all aspects of their jobs:

- ✓ Treats Others with Respect & Dignity
- ✓ Embodies and Models Honesty & Integrity
- ✓ Embodies a Spirit of Service and Sense of Pride
- ✓ Creates/Promotes a Work Environment Where it is Enjoyable to Come to Work
- ✓ Engages in Frequent, Meaningful & Direct Communication; Closes all Loops
- ✓ Holds Self and Others Accountable

- ✓ Fosters Creativity & Innovation
- ✓ Fosters Opportunities for Authentic Team Work
- ✓ Encourages and Supports Decision Making & Taking Action
- ✓ Supports Work Life Balance
- ✓ Acknowledges & Appreciates Each Employee's Significance
- ✓ Recognizes & Supports Leadership Skills and Qualities Among All
- ✓ Supports Employee Development & Training

Tech I:

Technical:

- Control noxious and other invasive weeds utilizing integrated weed management techniques including mapping, monitoring, mowing, clipping, and pulling. Also mixing, loading, and applying herbicides using motorized and/or hand-held equipment.
- Coordinate weed control, wildlife management, and re-vegetation efforts with other City Divisions and workgroups and external partners.
- Perform native re-vegetation including seeding native plants using a seed drill or broadcast methods and planting, watering, and protecting native trees and shrubs. This task also includes plant propagation, native seed collection and maintenance and upkeep of the City's native greenhouse and nursery.
- Assists with vegetation mapping, surveying, and monitoring including drafting reports.
- Operate, maintain, and perform minor repairs on equipment and vehicles, such as hand tools, mowers, trucks, skidsteers, forklifts, trailers, tractors, sprayers, seed drills, weed whips, chainsaws, etc.
- Assists with wildlife management including lethal control of prairie dogs, prairie dog relocations, prairie dog barrier installation and maintenance, mapping and monitoring of various terrestrial and aquatic wildlife populations.
- Utilize GPS units and ArcGIS software to map and monitor populations of weeds, native vegetation and wildlife.
- Follow requirements and regulations of local, county, state, and federal weed control programs, including all requirements relevant to pesticide storage, mixing, application, and disposal.
- Provide notification to at-risk public prior to pesticide application, and follow re-entry regulations after application.
- Record and maintain appropriate records and reports as required by the City, Federal, and State agencies.

- Assist with the development of operating plans and procedures.
- May assist parks and forestry maintenance crews in maintenance projects including snow removal, the use of hand and power tools and the operation of heavy equipment.
- Respond to public contacts in a courteous and professional manner.
- Perform work in a safe manner and comply with pertinent safety standards and procedures, traffic laws, and traffic control methods.
- Assist contractors and City approved service providers for operation, maintenance, planning, and construction projects as assigned.
- May assist with prescribed fire projects on City-owned properties while collaborating with City of Longmont Fire Department personnel. These activities may require Federal Wildland Certification and required CEUs.
- Assist with identifying capital equipment needs and developing specifications and cost estimates for equipment purchases.

Tech II:

Technical:

- Control noxious and other invasive weeds utilizing integrated weed management techniques including mapping, monitoring, mowing, clipping, and pulling. Also mixing, loading, and applying herbicides using motorized and/or hand-held equipment. These activities require State Certification through the Colorado Department of Agriculture as a Qualified Supervisor Pesticide Applicator and required CEU's.
- Coordinate weed control, wildlife management, and re-vegetation efforts with other City Divisions and workgroups and external partners.
- Perform native re-vegetation including seeding native plants using a seed drill or broadcast methods and planting, watering, and protecting native trees and shrubs. This task also includes plant propagation, native seed collection and maintenance and upkeep of the City's native greenhouse and nursery.
- Assists with vegetation mapping, surveying, and monitoring including drafting reports.
- Operate, maintain, and perform minor repairs on equipment and vehicles, such as hand tools, mowers, trucks, skidsteers, forklifts, trailers, tractors, sprayers, seed drills, weed whips, chainsaws, etc.

- Assists with wildlife management including lethal control of prairie dogs, prairie dog relocations, prairie dog barrier installation and maintenance, mapping and monitoring of various terrestrial and aquatic wildlife populations.
- Utilize GPS units and ArcGIS software to map and monitor populations of weeds, native vegetation and wildlife.
- Follow requirements and regulations of local, county, state, and federal weed control programs, including all requirements relevant to pesticide storage, mixing, application, and disposal.
- Provide notification to at-risk public prior to pesticide application, and follow re-entry regulations after application.
- Record and maintain appropriate records and reports as required by the City, Federal, and State agencies.
- Assist with the development of operating plans and procedures.
- May assist parks and forestry maintenance crews in maintenance projects including snow removal, the use of hand and power tools and the operation of heavy equipment.
- Respond to public contacts in a courteous and professional manner.
- Perform work in a safe manner and comply with pertinent safety standards and procedures, traffic laws, and traffic control methods.
- Assist contractors and City approved service providers for operation, maintenance, planning, and constructions projects as assigned.
- May assist with prescribed fire projects on City-owned properties while collaborating with City of Longmont Fire Department personnel. These activities may require Federal Wildland Certification and required CEUs.
- Provides safety and training to Natural Resources Technicians, Temporary Natural Resources Technicians, Parks Operations staff, Code Enforcement staff, and others.
- Assist with identifying capital equipment needs and developing specifications and cost estimates for equipment purchases.

Tech III: This is an expert career level position that requires a diversity of knowledge and worker flexibility in the areas of open space, greenway and natural area stewardship. The emphasis for this position is to work independently or in teams, to occasionally lead projects, assist Department senior technicians, supervisors and managers with training, and achieve strategic goals and objectives.

Technical:

- Control for noxious and other invasive weeds utilizing integrated weed management techniques including mapping, monitoring, mowing, clipping, and pulling. Also mixing, loading, and applying herbicides using motorized and/or hand-held equipment. These activities require State Certification through the Colorado Department of Agriculture as a Qualified Supervisor Pesticide Applicator and required CEU's.
- Coordinate weed control, wildlife management, and re-vegetation efforts with other City Divisions and workgroups and external partners.
- Perform native re-vegetation including seeding native plants using a seed drill or broadcast methods and planting, watering, and protecting native trees and shrubs. This task also includes plant propagation, native seed collection and maintenance and upkeep of the City's native greenhouse and nursery.
- Assists with vegetation mapping, surveying, and monitoring, including drafting reports.
- Operate, maintain, and perform minor repairs on equipment and vehicles, such as hand tools, mowers, trucks, skidsteers, forklifts, trailers, tractors, sprayers, seed drills, weed whips, chainsaws, etc.
- Assists with wildlife management including lethal control of prairie dogs, prairie dog relocations, prairie dog barrier installation and maintenance, mapping and monitoring of various terrestrial and aquatic wildlife populations.
- Utilize GPS units and ArcGIS software to map and monitor populations of weeds, native vegetation, and wildlife.
- Follow requirements and regulations of local, county, state, and federal weed control programs, including requirements relevant to pesticide storage, mixing, application, record keeping, notifications and disposal.
- Provide notification to at-risk public prior to pesticide application, and follow re-entry regulations after application.

- Record and maintain appropriate records and reports as required by the City, Federal, and State agencies.
- Assist with the development of operating plans and procedures.
- May assist parks and forestry crews in maintenance projects including snow removal, the use of hand and power tools and the operation of heavy equipment.
- Assist in Responding to inquiries and concerns from public as well as other Departments and Divisions regarding weeds, native vegetation, and wildlife in a courteous and professional manner.
- Perform work in a safe manner and comply with pertinent safety standards and procedures, traffic laws, and traffic control methods.
- May assist with prescribed fire projects on City-owned properties while collaborating with City of Longmont Fire Department personnel. These activities may require Federal Wildland Certification and required CEUs.
- Provides safety and training to Natural Resources Technicians, Temporary Natural Resources Technicians, Parks Operations staff, Code Enforcement staff, and others.
- Attend professional workshops and meetings concerning all levels of natural resource management.
- Identify capital equipment needs, develop specifications and cost estimates for equipment purchases.

Working Environment:

Work is performed outside most of the time, under varying and extreme weather conditions. Work includes exposure to noise, sun, insects, fumes, noise, dust, pollen, gases and oils, solvents and chemicals, including a variety of herbicides and pesticides. Work requires considerable physical effort including lifting and carrying up to 60 pounds, bending, stooping, kneeling, climbing, pulling, pushing, walking, and standing for extended periods of time. Coordination of eyes, hands, legs, and body is needed. Work requires ability to read and understand herbicide labels, material safety data sheets, and equipment manuals, and ability to perform written record-keeping. Must be able to work alone or in a group on multiple concurrent tasks with frequent customer contact. Must be able to occasionally work overtime, holidays, weekends, nights, and adjusted schedules as needed.

Obtaining and maintaining Wildland Firefighting Type II certification requires ability to annually pass the arduous work capacity test (aka Pack Test) which requires being able to complete a 3-mile hike on level terrain with a 45-pound pack in 45 minutes or less without running. Incumbents in this position must be able to meet the physical requirements necessary to do the job.

Qualifications:

Tech I: Any combination of education and experience equivalent to an Associate's Degree from an accredited college or university with major coursework in natural resource management or related field. At least four years of college level course work or other technical training in natural resource management or related field is preferred. **Special Qualifications:** Possession of a valid Colorado Driver's License. Ability to obtain and maintain a Colorado Department of Agriculture Certified Operator Pesticide Applicators License in the categories of Rangeland, Industrial and Right-of-Way, Turf, Aquatic, and any other categories deemed necessary within one year of hire. Ability to obtain Qualified Supervisor license and add categories as needed. Existing Certified Operator or Qualified Supervisor license and experience with Colorado weed species preferred. Existing Wildland Firefighting Type II certification for the purposes of assisting within prescribed fire operations is preferred. Completion of or ability to complete community first aid, CPR/AED, ATV training, and defensive driving training within one year of hire.

Tech II: Any combination of education and experience equivalent to Bachelor's Degree from an accredited college or university with major coursework in natural resource management or related field. In addition, at least two years of progressive work experience in natural resource management including one year of experience applying pesticides for weed management focused positions. **Special Qualifications:** Possession of a valid Colorado Driver's License. Ability to obtain and maintain a Colorado Department of Agriculture Certified Operator Pesticide Applicators License in the categories of Rangeland, Industrial and Right-of-Way, Turf, Aquatic, and any other categories deemed necessary by the end of the probationary period. In addition, must have at least one year of experience frequently mixing, loading, and applying herbicides using motorized and hand-held equipment and maintaining application records as required by Federal, State, and Local rules and regulations, as well as performing a variety of integrated weed management techniques. Ability to obtain Qualified Supervisor license and add categories as needed. Existing Certified Operator or Qualified Supervisor license and experience with Colorado weed species preferred. Existing Wildland Firefighting Type II certification for the purposes of assisting within prescribed fire operations is preferred. Completion of or ability to complete community first aid, CPR/AED, ATV training, and defensive driving training within one year of hire.

Tech III: Any combination of education and experience equivalent to a Bachelor's Degree from an accredited college or university with major coursework in natural resource management or related field. In addition, at least three years of progressive work experience in natural resource management including two years of applying pesticides for weed management focused

positions. **Special Qualifications:** Possession of a valid Colorado Driver's License. Ability to obtain and maintain a Colorado Department of Agriculture Qualified Supervisor Pesticide Applicators License in the categories of Rangeland, Industrial and Right-of-Way, Turf, Aquatic, and any other categories deemed necessary by the end of the probationary period. In addition, must have at least two years of experience frequently mixing, loading, and applying herbicides using motorized and hand-held equipment and maintaining application records as required by Federal, State, and Local rules and regulations, as well as performing a variety of integrated weed management techniques. Existing Qualified Supervisor license and experience with Colorado weed species preferred. Completion of or ability to complete community first aid, CPR/AED, ATV training, and defensive driving training within one year of hire. Existing Wildland Firefighting Type II certification for the purposes of assisting within prescribed fire operations is preferred.

We're committed to building a team that reflects the diversity of the communities we serve. The City may consider an equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications, and encourages all candidates to apply and help us achieve our goal of creating an inclusive and equitable workplace.

Selection

The selection process will include complete job description review, personal interview, physical abilities testing, background investigation, criminal background check, and substance screening.

DEADLINE: Open Until Filled

An ONLINE APPLICATION is required. This job is Open Until Filled. The online application process is available for this position on our website at www.longmontcolorado.gov/jobs. Resumes will be accepted in lieu of the full City Application; however, they must be submitted via the City application site for consideration. **Open Until Filled positions may close without advance notice. To be considered, please apply as soon as possible.** For more information, call (303) 651-8609.

The City of Longmont is an equal opportunity employer. The City affirms its commitment to diversity and to complying with all applicable federal, state, and local laws regarding nondiscrimination in employment. The City will not discriminate against any person in recruiting, examining, appointing, hiring, training, placement, termination, layoffs, recall, transfer, leave of absence, promoting, compensating, retaining, disciplining, or any other personnel action on the basis of age, race, color, creed, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, genetic information, marital status, veteran status, status with regard to public assistance, physical or mental disability, or any other characteristic protected by federal, state, or local law, except when any of these categories constitutes a bona fide occupational qualification (i.e., an actual qualification for performing a job). If you need special assistance in the selection process, please contact the Human Resources Department in advance to make arrangements.

AN EQUAL OPPORTUNITY EMPLOYER

ALL CITY OF LONGMONT FACILITIES ARE SMOKE FREE