



SCD Field Crew Member Job Description

Terms: Regular full-time position (40hrs/week), with benefits. Overtime eligible.

Bargaining Unit: AFSCME Local 3300

Hiring Wage: \$24.63/hr

Job Classification and Range: Field Crew Member, Range 2

Base Schedule: Monday – Thursday, 7:00 am – 5:00 pm, including 30-minute on-site lunch break (Certain projects may require slightly different hours on these days. This will be determined at least 2 weeks in advance and there is some flexibility.)

Position Summary

This entry-level position will work on a field crew under the supervision of the Snohomish Conservation District's (SCD) Riparian and Stewardship Department located in Lake Stevens. The crew will work with landowners on natural resource concerns within urban, residential, and rural areas of Snohomish County and Camano Island. This position will report to the Riparian and Stewardship Department Manager, with day-to-day oversight by the SCD Field Crew Lead.

Primary Crew Member Job Responsibilities

This position will assist with implementation of green stormwater infrastructure (GSI), urban agriculture, and habitat restoration projects. These are illustrations of the various types of work performed. The omission of specific duties does not exclude them if the work is similar, related, or a logical assignment to the position. Typical work includes:

- Plant plants, shrubs, and trees;
- Complete habitat restoration work including plant installation and invasive species control;
- Conduct plant maintenance and care at the SCD nursery facility;
- Use a variety of manual tools and equipment, such as shovels, rakes, loppers, wheelbarrows, weeding forks, hoes, pruning shears;
- Operate power and motorized tools and equipment such as push mowers, edgers, chain saws, and weed trimmers;
- Construct rain gardens on public and private property, including preparing site;
- Operate heavy equipment such as mini-excavator, skid-steers, and backhoe;
- Operate light-duty trucks, including picking up and delivering materials and supplies, and hitching up, hauling, and operating a trailer;
- Speak with landowners and other members of the public about projects while on job sites;
- Perform related duties as required.

Required Qualifications

- Able to use appropriate materials and equipment to complete assigned work according to specifications, verbal instructions, and established procedures;
- Able to implement safety practices in the field in compliance with occupational health and safety regulations specific to the work and District policies and procedures;
- Have the physical ability to do the required work;



- Have dependable transportation to and from the SCD office and currently possess or be able to obtain a valid driver's license and be able to pass a background check;
- Be at least 18 years old and able to legally work in the U.S.

Preferred Qualifications

- Experience working on a crew to perform time-sensitive construction projects on private and public property;
- Previous experience in a related position and ability to demonstrate competency in some or all of the skill areas needed for the responsibilities of this position;
- Comfortable speaking to landowners and other members of the public about projects and their purpose.

Training

While all necessary training required to perform the essential functions/duties is provided on the job, this position may include the opportunity for additional training and certifications to aid in professional development and job training.

Physical Requirements and Working Conditions

This position requires the ability to:

- Carry out heavy manual labor in all weather conditions and on uneven, rocky, or rough ground.
- Lift, carry, and move heavy objects up to 50 pounds.
- Walk, stand, bend, twist, squat, kneel/crawl, and reach overhead throughout the workday and for long periods of time.
- Drive a District vehicle when travel is needed. Must hold a valid, unrestricted Washington State driver's license (or can acquire upon hire).

Additional Position Information

- The position will start and end each day at one of our Lake Stevens facilities at the above times but will spend most of each day in the field at project locations.
- All required safety equipment (gloves, vests, hard hats, eye protection, ear protection, etc.) is provided.
- District shirts and appropriate work boots are required to be worn.
- This position is included in the bargaining unit represented by AFSCME Council 2, Local 3300, and is covered by the collective bargaining agreement between SCD and the Union. A copy of the agreement is available upon request.

Benefits

The District offers a comprehensive benefits package which includes:

- Medical, including vision, insurance coverage through Washington State PEBB. The District matches employee dependent's medical premiums at 80%.
- Dental insurance coverage through Washington State PEBB for full-time employees. The District matches employee dependent's dental premiums at 100%.



- A monthly contribution to a health reimbursement arrangement (HRA) plan through Voluntary Employees Beneficiary Association (VEBA) for employees who opt to waive District medical insurance coverage.
- Life Insurance through Washington State Health Care Authority (WSHCA), with coverage paid by the District.
- Long Term Care coverage through the WA Cares Fund, with premiums paid by the District.
- Long Term Disability through WSHCA.
- Additional voluntary supplemental insurance opportunities are also available.
- Annual (vacation) leave accrued at a beginning rate of 9.33 hours per month; sick leave accrued at 8 hours per month; and 12 scheduled paid holidays each year and 1 personal day.
- Employer-contributed retirement program through the State of Washington Employees' Retirement System (PERS) and the ability to participate in the Deferred Compensation Program (DCP).
- All employees are covered by standard State and Federal programs, including WA Paid Family Medical Leave, Unemployment Insurance, Workers' Compensation, Social Security, and Medicare.
- Terms of compensation and benefits are set by the Board of Supervisors and may be amended at any time.

Application Process

To apply for this position, please submit the following materials via our website at

<https://snohomishcd.org/employment>:

- Cover letter stating why you are interested in this position
- CV or resume detailing your related experience

Candidates who advance in the hiring process may be requested to complete skills assessments.

If you have questions about applying or need accommodation during the application process, contact Sally Cunningham at hr@snohomishcd.org or (360) 631-6736.

This position is open until filled and applications will be reviewed beginning Tuesday, October 15.

We strive to work in partnership with all, to provide equitable and accessible programming on a nondiscriminatory basis, and to continually improve how we do so. All programs and services of the Snohomish Conservation District are offered on a nondiscriminatory basis, without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or genetic information.