



Invasive Species Lead Technician

Job Description



The Chippewa Luce Mackinac Conservation District is seeking a full-time Invasive Species Lead Technician for the Three Shores Cooperative Invasive Species Management Area (CISMA). The invasive species lead technician is a full-time grant-funded position available through October 2026.

During the peak treatment season (May – September), the selected applicant will lead field crew survey, management, and outreach objectives under the direction of the Invasive Species Program Coordinator. This includes but is not limited to manual, mechanical, and chemical removal of invasive species, leading accurate and precise invasive species delimitation surveys, maintaining field equipment, and aiding with volunteer events as needed. During the off-peak season, the Invasive Species Lead Technician will be required to implement survey and control objectives independently in variable weather conditions under the supervision of the Invasive Species Program Coordinator. A strong willingness to work both independently and inclusively as a team leader is necessary for this position.

This position will require the applicant to lift and carry 50 pounds including a backpack sprayer on a daily basis. This position will require a full 40 hours per week, with occasional irregular hours, weekends, and overnight trips as needed. Chosen applicants will be expected to have reliable transportation as the use of an employee's personal vehicle may be required during employment.

Responsibilities (Peak Season)

- Work with the Invasive Species Program Coordinator to provide logistics and leadership toward survey and treatment objectives with the assistance of a seasonal field crew
- Provide outreach at various community events, aquatic invasive species (AIS) landing blitzes, various community events, and local volunteer engagement efforts.
- Provide professional-level management on both public and private properties
- Work with the Invasive Species Program Coordinator to provide logistics and implementation of necessary survey and treatment objectives.
- Ensure proper and thorough data collection including pesticide application records and receipts.
- Provide accurate verification of seasonal crew data, including recording data to the MISIN treatment tracker
- Troubleshoot minor logistical and equipment issues as needed

Required Qualifications

- Bachelor's degree from an accredited college or university with a focus in a natural resources-related field of study
- Willingness to work both independently and as a team leader
- Excellent organization, social, and time-management skills
- Valid driver's license and reliable personal transportation
- Ability to work flexible and irregular hours
- Must be able to pass federal background security clearance and credit check

Preferred Qualifications

- (1) year or more experience in invasive species management
- (1) year or more experience leading field crews or related leadership experience
- Strong plant identification skills, including knowledge of regional invasive species
- Experience using pesticides for invasive species management, including herbicide safety, storage, mixing, application procedures, and equipment maintenance
- Strong ArcGIS background, including use of ArcGIS Field Maps, Survey123, MISIN Treatment Tracker
- Proficiency in using GPS units and orienteering operations

Compensation and Position Details:

The Invasive Species Lead Technician will be directly supervised by the Invasive Species Program Coordinator and the Executive Director of the Chippewa Luce Mackinac Conservation District. This position is a full-time, term-limited position funded by multiple grants. Continued funding will be reliant upon positive work evaluations and additional funding. The Invasive Species Lead Technician's wage will be \$18 - 19/hour dependent upon education and experience. Mileage reimbursement will be available when use of personal vehicle is required.

How to Apply:

Interested applicants should send a cover letter, resume (including academic and fieldwork background), and a list of three professional references (including both phone number and e-mail) to threeshorescisma@gmail.com with "Invasive Species Lead Technician" in the subject line. **Prioritization will be given to applications received prior to February 27, 2026.** Applications received after the February 27, 2026 deadline will only be considered if the position has not been previously filled. The selected candidate should be prepared to start no later than May 11, 2026.

Chippewa Luce Mackinac Conservation District is an Equal Opportunity Employer and Program Provider