Job Description

Title: Restoration Crew Lead
Department/Program: Watershed Restoration Program (WRP)
Reports To: Watershed Restoration Program Manager
Supervises: Restoration Crew Members
Grade: 8
Salary: $29.04 - $37.75 per hour / DOE
FLSA Status: Non-Exempt
Union Status: Non-Represented
Employment Status: Regular, Full-Time
Funding Status: Grant Funded
Work Location: Elma, Washington, with field assignments throughout Grays Harbor County
Adopted: 2025
Revised: November 2026

Purpose

The Restoration Crew Lead position is a grant funded, regular, full-time, hourly employee serving the Grays Harbor Conservation District (District). This position is responsible to the District Board of Supervisors and is supervised by the Watershed Restoration Program Manager. The Crew Lead regularly collaborates with WRP Project Managers and the Crew is housed within the District's Watershed Restoration Program.

This position supervises District crew members performing the on-the-ground implementation of District restoration projects, including but not limited to: invasive species management, native tree/shrub/herbaceous plantings, planting monitoring/maintenance, and small-scale in-stream construction projects. The work is based out of Elma, WA with job sites throughout beautiful Grays Harbor County. The District crew works on restoration projects ranging from

large salmon bearing rivers such as the Satsop, Wynoochee, and Chehalis to small headwater streams in the Olympic foothills.

Essential Functions

Crew Leadership and Accountability

- Lead and motivate a crew of up to 5 District Restoration Crew Members in the field, ensuring a safe and efficient work environment.
- Maintain a positive crew culture through implementation of the District's Guiding Principles
- Ensure crew members understand and diligently follow all safety and risk management protocols
- Facilitate maintenance of hand tools, power tools, safety equipment, and other field crew assets
- Conduct on-site quality control and communicate/apply restoration project standards/expectations
- Read and interpret project scopes of work and maps, clearly communicating the information to crew members
- Track multiple projects/tasks with a strong sense of ownership, follow-through, attention to detail, and communication
- In coordination with project managers and crew members, develop efficient and adaptable field implementation plans
- Maintain clear and timely communication with the District WRP Program Manager and project managers regarding logistical priorities, crew dynamics, and team needs
- Coordinate with project managers to record and report appropriate implementation metrics
- Respond to and resolve project challenges and problems effectively
- Regular reporting of project progress, challenges, and personnel issues to their supervisor
- Coordinate with other private or public field crews working on the same assigned projects
- Act as the District certified pesticide applicator during herbicide application activities
- Responsible for ensuring compliance with pesticide labels, required application records, PPE, and applicable supervision requirements.
- Responsible for the organization, inventory management and cleanliness of the District Crew shop.

- Assign, coordinate, and monitor daily crew activities consistent with approved project work plans.
- Provide guidance, training, and constructive feedback to crew members.
- Monitor employee performance, attendance, safety practices, and adherence to District policies.
- Document and promptly report performance concerns, workplace conflicts, and safety violations to the appropriate supervisor.
- Support a respectful, cooperative, and productive work environment.

Restoration Project Implementation

- Plant, maintain, and monitor native riparian trees, shrubs, and other vegetation.
- Perform mechanical and chemical treatment of invasive plant species in accordance with applicable regulations and safety requirements.
- Construct and maintain small-scale instream restoration structures, including beaver dam analogues and post-assisted log structures.
- Install and maintain livestock exclusion fencing and other conservation infrastructure.
- Perform vegetation management, site preparation, restoration maintenance, and related field activities.
- Read and interpret project maps, work plans, and restoration specifications.
- Use GPS equipment and mapping technology to identify project locations, document field activities, and collect project data.
- Safely operate and maintain hand tools, power tools, and field equipment consistent with training and authorization.
- Mix, handle, and apply herbicide
- Inspect, maintain, and properly secure District vehicles, equipment, tools, and supplies.
- Maintain an organized, clean, and safe crew shop and field work environment.
- Report equipment deficiencies, safety concerns, and maintenance needs promptly.
- Follow established procedures for equipment use, transportation, storage, and accountability.
- Implement daily and weekly work plans while adapting to changing site conditions and project priorities.
- Monitor assigned work for quality and compliance with project specifications.
- Maintain accurate field records, pesticide application records, project documentation, and timesheets as required.
- Interact professionally and respectfully with landowners, contractors, agency representatives, and members of the public.
- Assist with habitat surveys, forest inventories, fish passage assessments, topographic surveys, and native plant nursery activities.

- Standing, walking, bending, kneeling, crouching, climbing, and performing repetitive movements for extended periods.
- Lifting, carrying, pushing, or pulling tools, equipment, and materials weighing up to 50 pounds, with assistance or mechanical aids when appropriate.
- Walking across uneven terrain, safely crossing fences, and wading in streams when conditions permit.
- Working outdoors in rain, heat, cold, and other seasonal weather conditions.
- Potential exposure to insects, wildlife, domestic animals, vegetation, herbicides, noise, dust, and powered equipment.
- Wearing required personal protective equipment and following applicable safety procedures.
- Traveling between the District office and assigned project sites using authorized transportation.

Safety and Professional Responsibilities

- Comply with District safety policies, applicable Washington Department of Labor & Industries requirements, and established risk management procedures.
- Participate in required safety meetings, training, and emergency preparedness activities.
- Properly use required personal protective equipment and follow safe work practices.
- Promptly report workplace injuries, incidents, near misses, and unsafe conditions.
- Demonstrate reliability, accountability, sound judgment, and professional conduct.
- Perform other related duties consistent with the position's classification and operational needs.

Working Conditions

This position primarily performs physically demanding outdoor work in variable terrain and weather conditions. Field assignments may involve remote locations, uneven ground, steep slopes, streams, wetlands, forested areas, and agricultural properties.

The District will provide reasonable accommodations to qualified applicants and employees with disabilities in accordance with applicable law.

The position may require adjusted work schedules based on seasonal conditions, project requirements and District operations.

Work Schedule, Overtime, and Rest Periods

The District's established workweek is Sunday through Saturday. As a non-exempt employee, the Restoration Crew Lead is eligible for overtime compensation for hours worked in excess of 40 in a workweek, in accordance with applicable federal and Washington State law. The District may provide compensatory time instead of cash overtime at no less than 1.5 hours per overtime hour.

Employees are entitled to meal and rest periods as required by Washington State law. All hours worked must be accurately recorded, and overtime must be approved in advance. All overtime worked will be compensated, regardless of prior authorization.

Minimum Qualifications

- Bachelor's degree in a natural resource, agricultural science or related field. Proven knowledge of natural resource stewardship and riparian restoration principles.
- Prior experience leading/supervising field crews
- Demonstrated experience in restoration project implementation, including but not limited to planting native plants, invasive plant management, and project maintenance/monitoring.
- Demonstrated ability identifying challenges, evaluating options, and implementing appropriate solutions.
- Experience using and maintaining power/hand tools for restoration projects including brush cutters and chain saws.
- Experience using pesticides for invasive plant management
- Able to be a self-motivated problem solver who displays aptitude at troubleshooting.
- Ability to communicate clearly and effectively with employees, supervisors, project partners, and landowners.
- Demonstrated experience coordinating field crews, assigning work, and monitoring project implementation.
- Demonstrated ability at resolving workplace conflict promptly and effectively.
- Demonstrated skills in public interaction
- Ability to work safely and cooperatively in a group setting under a variety of working conditions
- Ability to perform manual labor in rough terrain, lift heavy objects, and work for extended periods of time outdoors in various weather conditions.
- Familiarity with using GPS mapping technology and software.
- Demonstrated ability to communicate professionally and maintain effective working relationships.

- Ability to complete required safety and equipment training, including first aid/CPR, chainsaw safety, or other job-specific certifications as assigned.
- Ability to obtain and maintain a valid Washington State pesticide applicator license, including endorsements applicable to assigned duties, within 90 days of employment or another timeframe approved by the District. Employees may not perform pesticide application or supervision activities requiring licensure until properly licensed and authorized.
- A valid driver's license and driving record meeting District vehicle operation and insurance requirements are required.

Highly Desired Skills & Abilities

- Experience constructing small-scale in-stream restoration structures such as beaver dam analogues or post-assisted log jams.
- Licensed public operator pesticide license with Aquatic Pest Control and Weed Control endorsements
- Knowledge of the agricultural and natural resource issues of Grays Harbor County.
- Knowledge of local, state, and federal natural resource agencies, policies and regulations.

Compensation and Benefits

Grade: 8
Salary: $29.04 - $37.75 per hour / DOE
This position is eligible for District-provided insurance, retirement, paid leave, and other benefits in accordance with applicable plan documents, eligibility requirements, District policies, and state and federal law.

This position is subject to a three-month introductory probationary period consistent with District personnel policies.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT:

The Grays Harbor Conservation District is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity, religion, age, marital status, veteran status, disability, or any other status protected by law.

EMPLOYMENT DISCLAIMER:

Continued employment is contingent upon the availability of grant funding. Reduction, expiration, or loss of funding may result in modification or elimination of the position, consistent with District policies and applicable law.

This job description is intended to describe the general nature and level of work performed by the person assigned to this position. It is not intended to be an exhaustive list of all duties, responsibilities, and skills required. The District reserves the right to modify the duties and responsibilities of the position at any time. Employment with GHCD is at-will, meaning either the employee or the District may terminate the employment relationship at any time, with or without cause or notice, subject to applicable law.

ACKNOWLEDGEMENT:

It has been acknowledged that I, _____ (employee's first and last name, printed) have reviewed, understand, and agree to carry out the duties and responsibilities for the GHCD position stated herein.

Employee Signature: _____

Employee Title: _____ **Date:** _____