GRAYS HARBOR CONSERVATION DISTRICT
RESTORATION CREW LEAD — EMPLOYMENT APPLICATION
150 Technology Way, Suite 201, Elma, WA 98541

EQUAL EMPLOYMENT OPPORTUNITY
Grays Harbor Conservation District is an equal opportunity employer. Employment decisions are made without discrimination based on any status protected by applicable federal or Washington law. Reasonable accommodations are available during recruitment and for essential job functions. Contact the District to request an accommodation.

APPLICANT INFORMATION
Full name: _____
Phone: _____ Email: _____
Mailing address: _____
Position applied for: Restoration Crew Lead
Available start date: _____
Previously employed by GHCD? ☐ Yes ☐ No
If yes, approximate dates and position: _____

POSITION REQUIREMENTS
The Crew Lead position involves planning and coordinating field assignments, directing restoration crew activities, supporting safe tool and equipment use, maintaining accurate field records, and performing outdoor restoration work in variable weather and terrain. Refer to the current position description for definitive essential functions and physical requirements.

Can you perform the essential functions of the position, with or without reasonable accommodation? ☐ Yes ☐ No

Can you meet the work schedule described in the posting? ☐ Yes ☐ No

Are you available for occasional authorized overtime? ☐ Yes ☐ No ☐ Discuss

If driving is an essential function, do you have a valid driver's license? ☐ Yes ☐ No

If a minimum age of 18 is legally required for assigned duties, are you at least 18? ☐ Yes ☐ No

If hired, can you provide documentation establishing identity and authorization to work as required by federal law? ☐ Yes ☐ No

FIELD LEADERSHIP AND RESTORATION EXPERIENCE
Indicate years of experience and proficiency (1 beginner, 2 basic, 3 competent, 4 proficient, 5 advanced). These ratings are self-assessments, not minimum qualifications unless specified in the job posting.

Field Leadership and Restoration Skills

Rate your experience using the following scale: 1 = Beginner, 2 = Basic, 3 = Competent, 4 = Proficient, 5 = Advanced.

Leadership and Supervision	**Competency**	**Years of Experience**
Crew leadership and work assignments	_____	_____
Employee training and mentoring	_____	_____
Work planning and prioritization	_____	_____
Team communication and conflict resolution	_____	_____
Field Safety and Equipment		
Hazard assessment and PPE requirements	_____	_____

Incident reporting and safety procedures	_____	_____
Hand and power tool operation	_____	_____
Equipment inspection and maintenance	_____	_____
Vehicle and trailer operation	_____	_____
Restoration and Technical Skills		
Native plant identification	_____	_____
Invasive species identification and control	_____	_____
Riparian planting and maintenance	_____	_____
Habitat restoration and site preparation	_____	_____
GPS, mapping, and field data collection	_____	_____
Project Coordination and Documentation		
Field documentation and recordkeeping	_____	_____
Timekeeping and activity reporting	_____	_____
Communication with supervisors and project partners	_____	_____

Working outdoors in challenging conditions _____ _____

Describe your experience leading a field crew, including approximate crew size and typical responsibilities:

_____

_____

Describe how you approach field safety and training new employees:

_____

_____

Describe a restoration project you helped organize or complete:

_____

_____

Relevant licenses, certifications, and training (e.g., first aid/CPR, pesticide applicator credentials, equipment training), if any:

_____

EMPLOYMENT AND RELEVANT EXPERIENCE

List most recent first. Paid, seasonal, volunteer and other relevant experience may be included. Attach additional pages or a résumé if helpful.

EMPLOYER / ORGANIZATION 1

Name: _____

Job title: _____

Dates (month/year): _____ to _____

Supervisor or contact (optional): _____

May we contact? ☐ Yes ☐ No ☐ After conditional offer

Duties and leadership responsibilities: _____

_____

Reason for leaving (optional): _____

EMPLOYER / ORGANIZATION 2

Name: _____

Job title: _____

Dates (month/year): _____ to _____

Supervisor or contact (optional): _____

May we contact? ☐ Yes ☐ No ☐ After conditional offer

Duties and leadership responsibilities: _____

_____

Reason for leaving (optional): _____

EMPLOYER / ORGANIZATION 3

Name: _____

Job title: _____

Dates (month/year): _____ to _____

Supervisor or contact (optional): _____

May we contact? ☐ Yes ☐ No ☐ After conditional offer

Duties and leadership responsibilities: _____

_____

Reason for leaving (optional): _____

EDUCATION AND TRAINING

Relevant school, apprenticeship, training or certification: _____

Credential or coursework completed: _____

Additional relevant training: _____

Do not include graduation dates unless necessary for a job-related credential.

PROFESSIONAL REFERENCES

Provide two people familiar with your work, leadership or field experience.

1. Name: _____ Relationship: _____

Phone/email: _____

2. Name: _____ Relationship: _____

Phone/email: _____

OTHER JOB-RELATED INFORMATION (OPTIONAL)

_____

_____

CERTIFICATION AND ACKNOWLEDGMENT

I certify that the information in this application is true and complete to the best of my knowledge. I understand that material misrepresentation may affect consideration for employment or, if employed, result in corrective action, consistent with applicable law.

I authorize the District to verify relevant employment, training and references in accordance with applicable law. Any job-related background screening will occur at the appropriate stage with any required notices and authorizations.

This application is not an employment contract or guarantee. Employment is generally at will, subject to applicable law and authorized written agreements. Nothing in this application waives statutory rights.

Applicant signature: _____ Date: _____

ADDITIONAL POSITION-SPECIFIC QUALIFICATIONS

Do you hold a bachelor's degree in natural resources, agricultural science or a related field?
☐ Yes ☐ No

Degree/field: _____

Describe prior field crew supervision, including number of employees supervised:

Describe experience with brush cutters, chainsaws and field equipment:

Describe experience mixing, handling or applying herbicides and maintaining pesticide application records:

Do you currently hold a Washington pesticide applicator or public operator license?
☐ Yes ☐ No

If yes, license type and endorsements (including Aquatic Pest Control or Weed Control, if applicable): _____

If not currently licensed, can you obtain the required Washington pesticide applicator license and endorsements within 90 days of hire or a District-approved timeframe?
☐ Yes ☐ No

Describe your experience reading project maps, developing work plans, tracking project metrics, and conducting quality control:

Describe experience with beaver dam analogues, post-assisted log structures, livestock exclusion fencing or similar restoration infrastructure:

Describe your approach to documenting safety concerns, performance issues and workplace conflicts and reporting them to your supervisor: