



PRUNUSKE CHATHAM, INC.

Restoration Crew Supervisor

Prunuske Chatham, Inc. (PCI) is seeking an experienced restoration crew supervisor to join our team full-time in Sebastopol, California.

PCI is a small, multi-disciplinary firm that specializes in ecological restoration and natural resource work in Northern California. Our team of scientists, planners, landscape architects, engineers, and constructors work collaboratively to find and implement ecological solutions to human challenges, and to help sustain diverse and resilient natural communities. We work with partners and clients including conservation non-profits, park and open space districts, resource conservation districts, utilities, and private landowners. To learn more about PCI, visit www.pcz.com.

Candidates for this position will be self-motivated, team-oriented, and experienced in implementing restoration efforts safely, effectively, and efficiently. The restoration crew supervisor will supervise, coordinate, and actively work with PCI's field crew to implement projects including revegetation, natural landscape construction, irrigation installation, plant maintenance, erosion control, fuel management, and related work in open space and wildland environments. In addition, the crew supervisor will assist with related tasks including materials procurement, preparation of cost estimates, daily team coordination, reporting on project progress, and related administrative tasks. We are looking for a crew supervisor with in-depth field experience to perform daily work planning and to guide the crew on-site in safe, effective project implementation. This position reports to the Construction Group Manager.

Key Responsibilities

- Directly supervise crew and/or crew leaders in restoration planting, irrigation installation, plant maintenance, erosion control work, wildfire fuel and invasive management, and related work for open space, range, and wildlands environments. The supervisor performs work with the crew as needed.
- Mentoring. A key responsibility is working with individual crew members and crew leaders to improve their skills and work performance.
- Accomplish work through the effort of crewmembers.
- Contribute to identification of approaches to improve work efficiency.
- Problem-solve in the field.
- Maintain project schedules and budgets. Promptly alert the construction manager to potential deviations.
- Handle inquiries from client and others that visit the project site; represent PCI and the project in a professional manner.
- Implement project safety protocols for crew.
- Implement resource protection measures such as BMP's for stormwater runoff and sensitive resources.
- Maintain daily records for crew activities.
- Procure materials.
- Guide crews with project-specific mobilization.
- Prepare draft budgets and help the construction manager with cost estimating.
- Review site conditions after implementation to identify and report on factors such as plant health and establishment and related areas of concern such as erosion and irrigation system status.

Minimum Qualifications and Required Skills

- 7+ years of increasingly responsible experience in implementing ecological restoration in varied settings
- Familiarity with California native plants and plant health considerations
- Excellent interpersonal skills
- Willingness to supervise crew members
- Experience supervising others performing work within your accountability
- Willingness to learn new skills and engage with continuing education related to this position
- Ability to travel within California for up to 5 days at a time including staying overnight, with lodging cost covered by PCI
- Ability to work both independently and as part of a team with project managers, engineers, landscape architects, environmental scientists and regulators.
- Good written and verbal communication skills. Commitment to producing ecologically sound work within established budgets and schedules.
- Ability to read and understand construction plans, planting plans and specifications
- Ability to perform manual work requiring extended periods of physical exertion and potential exposure to adverse weather conditions
- Computer skills including use of Microsoft Word and Excel, email, and internet
- Understanding of and commitment to construction site safety protocols
- California Class C driver license with clean driving record
- Knowledgeable and experienced in the following:
 - Driving tool trucks and small dump trucks
 - Towing trailers
 - Operating gasoline and electric powered pumps
 - Use of and routine maintenance of small power tools
 - Use and maintenance of chain saws
 - Forklift operation
- Ability to hike and drive safely and comfortably in remote, rugged settings.

Additional Desired but Not Required Skills

The ideal candidate will also have some or all of the following:

- Ability to converse in Spanish.
- Ability to set grade, use a laser level, and interpret grading plans.
- Experienced in use of earthmoving equipment (excavator, loader, dozer) and farm equipment.
- Experience installing irrigation systems and erosion control materials in open space or wildlands settings
- Ability to maintain and repair small equipment.
- Experienced in general or specialized construction practices like basic carpentry, chainsaw/ tree work, bioengineering, stream restoration, basic plumbing, etc.
- Training in construction site safety, especially heavy equipment and trench safety
- Class A or B California driver license
- College degree or post-secondary education or related specialized trainings

Compensation:

This is a full-time, hourly position with benefits including health, vision, dental and life/AD&D, Safe Harbor 401K Plan, paid holidays and paid time-off (PTO) after meeting eligibility requirements. Pay range is \$32 to \$40 per hour depending upon experience.

TO APPLY:

Please submit a résumé and cover letter that describes your interest in the position and PCI to: hr@pcz.com. Please put "Vegetation/Restoration Construction Crew Supervisor" in the subject line. We look forward to hearing from you. The review and interview process will continue until the position is filled.