JOB ANNOUNCEMENT:
Land Stewardship Technician

**What We Do:** Good Oak is a small company, based in Madison, WI, specializing in natural areas restoration and ecologically-minded landscaping. Our goal is to help our clients manage their property in the most ecologically sound way possible. We work in a diversity of environments and ecosystems across Southern Wisconsin and provide a rich array of land management services, consulting, stewardship, design and implementation.

**What We Need:** We are seeking a qualified individual with experience in natural areas management or landscaping to apply for the Land Stewardship Technician position. We value a strong work ethic, a love of the outdoors, good communication, curiosity, personal drive, and the desire to align with our core competencies

**Primary Responsibilities:**
The land stewardship technician would work primarily in the field under the direction of a project manager. Daily tasks include but are not limited to: exotic species removal through manual, mechanical or chemical control, brush clearing and tree felling, mowing, seeding, native perennial planting, erosion control, hardscaping, rain garden/berm and swale installation, pruning.

This position also includes duties such as tracking and documenting job related use of materials, maintaining land management equipment (chainsaws, small engine, hand tools, herbicide sprayers, tractor and implements, etc.), serving as a crew member on prescribed burns, assisting with office and shop operations as needed, supervising seasonal crew members and interns.

The land stewardship technician will work mainly as part of a team but may also make independent decisions based on analysis, experience and context.

**Minimum Qualifications:**
- At least 18 years of age.
- High school diploma or GED
- Fully vaccinated against COVID-19
- A *minimum* of 12 months of professional or volunteer experience in the fields of natural areas management, landscaping, or horticulture.
- Experience identifying plant and animal species
- Experience working with herbicides and a Wisconsin Commercial Pesticide Applicators License or willingness and ability to attain such a license within 30 days.
- Dedication to an environmentally sound way of living and working.
• Experience working in a team environment and ability to follow instructions from colleagues and supervisors and work cooperatively.
• Ability to obtain related licenses and certifications as required.
• Ability to obtain driver’s license and maintain good driving record.
• Ability to physically perform duties and strenuous physical labor for extended periods, including exerting sustained aerobic effort, bending, reaching, crouching/kneeling, walking for long periods carrying packs up to 50 pounds, pushing/pulling/lifting/carrying objects weighing up to 75 pounds.
• Willingness to work outdoors in difficult environments and under all weather conditions.

Additional Desirable Skills:
• Bachelor’s degree in Ecology, Forestry, Natural Resources, Wildlife Management, Landscape Architecture, Horticulture, or similar field of study.
• Ability to identify plants indigenous to southern Wisconsin.
• Ability to identify and manage invasive species common to the Midwest.
• Experience installing & maintaining perennials, trees, shrubs, and other landscape elements.
• Knowledge of composting, gardening, permaculture, and edible landscaping.
• Chainsaw Safety Training certification, experience operating & maintaining power tools: weed whips, mowers, etc.
• Experience conducting prescribed burns and/or S130/190 certification.
• Experience with hardscaping techniques including retaining walls, pathways & patios.
• Knowledge and experience with erosion control and shoreline stabilization techniques.
• Experience operating, maintaining and repairing tractors, skid-loaders, and other heavy equipment and operating a vehicle towing a trailer.
• Advanced mechanical skills; small engine repair, computer hardware, etc.
• Experience and interest in carpentry.

Work Hours: 4 day work week, with a 10 hour work day, starting at 7:00 am.

Accountability Reports to Project Manager and Operation Manager.

Employment Status: Position is a regular full time, 40 hour a week position.

FLSA Status: Non-exempt, Overtime paid for hours over 40 hours in a week.

Compensation: $15-18/hour depending on skills and qualifications.
Benefits: contingent on a 60-day probationary period

- Group Health Insurance - Good Oak covers 75% of monthly premium
- Paid Time Off accrued in your first year equivalent to 80 hours
- 5 paid holidays (50 hours)
- 401(k) plan for employee contribution
- $130 per month health reimbursement (GCHRA)
- Winter clothing stipend
- Paid training and professional development time
- $5 daily “sustainable transportation” stipend to those who travel to the office by human power or using public transit

Equal Opportunity Policy: We are an Equal Employment Opportunity/Affirmative Action Employer. We value diversity in our workforce just as we value diversity on the land, for many of the same reasons. A range of cultural, ethnic, racial, and socioeconomic backgrounds gives us the variety of experiences and perspectives that make us stronger, more resilient, and better able to cope with the many challenges that come with doing our work. Women, people of color, individuals with a disability, and diverse backgrounds are encouraged to apply.

To Apply: Please send a cover letter and resume to Raluca Allen, info@goodoak.com, 4606 Pflaum Road, Ste A, Madison, WI 53718. Best format, ideally in one (1) PDF file.

Application Deadline: Monday, January 31, 2022. Applications will be reviewed as they are received and the job posting will be open until filled.

To learn more about Good Oak’s mission, vision, core values, and recent work, please visit: goodoak.com
Core Competencies at Good Oak Ecological Services

At Good Oak we are all stewards and have dedicated our professional careers towards caring for the land, restoring natural areas and reintroducing native plants to our human landscape for the benefit of wildlife and the future of humanity. All staff are an integral part of our team and must demonstrate specific core competencies, as well as make sound decisions in conjunction with our organizational mission, vision, and values.

We are an Equal Employment Opportunity/Affirmative Action Employer. We value diversity in our workforce just as we value diversity on the land, for many of the same reasons. A range of cultural, ethnic, racial, and socioeconomic backgrounds gives us the variety of experiences and perspectives that make us stronger, more resilient, and better able to cope with the many challenges that come with doing our work. Women and people of color and diverse backgrounds are especially encouraged to apply.

Reliability and Adaptability:

- Personal drive and curiosity to learn
- Completes tasks accurately, thoroughly, and on time
- Arrives on time to work and meetings
- Work safely at all times and wear proper PPE
- Adapts to changing demands and priorities and accepts assignments willingly
- Changes approach and method to best fit the situation, developing alternative solutions
- Sees problems as opportunities and embraces new ways of operating
- Chooses what is right over what is easy

Teamwork:

- Collaborates with and actively supports coworkers on projects and tasks
- Work effectively, both independently, and as part of a team
- Puts success of team above own interests
- Extends the most generous interpretation possible to intentions, words, and actions of others
- Delivers honest feedback in a supportive manner
- Actively participates and works well in group problem-solving situations
- Engages in creating a working environment that supports team-generated values
Productive and Respectful Work Habits:
- Effectively plans, organizes, and prioritizes work with written and communicated plans
- Prioritizes thorough, accurate record-keeping and documentation
- Proactive in planning, communicating, and execution of work; provides adequate lead time for others
- Assesses own need for new knowledge and skills, and pursues training
- Supports a positive environment in words and in actions
- Maintains appropriate professional boundaries

Cultural Competence:
- Ability to understand, work respectfully, communicate, and effectively interact with people across different cultural beliefs.
- Be willing to examine cultural biases and learned prejudices
- Understand the importance of individuality

Customer Service:
- Responds promptly to all client, team, vendor, and community partner needs in a professional, collegial manner with generosity and respect
- Remains calm and poised in difficult or emotional situations
- Solicits feedback from clients to improve service

Communication:
- Communicates verbal and written ideas and thoughts clearly, accurately, and respectfully
- Listens and seeks to understand others’ perspectives
- Encourages open exchange of ideas and opinions by words, actions, and tone of voice
- Communicates important information freely with everyone involved in a task