

JOB ANNOUNCEMENT: Land Stewardship/ Sustainable Landscaping Crew Leader

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 and/or landscaping to apply for the Land Stewardship/ Sustainable Landscaping Crew Leader 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/ Sustainable Landscaping Crew Leader would work primarily in the field under the direction of a project manager. Daily tasks include performing general landscaping and restoration tasks such as: exotic species removal through manual, mechanical or chemical control, brush clearing and tree felling, mowing, native perennial planting, hardscaping, rain garden installation and pruning while leading a team of 2-4 technicians.

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.

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

The ideal candidate would thrive working in a collaborative team environment of multiple voices and varied strengths and would be highly motivated, dependable and adaptable.

Minimum Qualifications:

- At least 18 years of age.
- High school diploma or GED
- Over 12 months of professional or volunteer experience in the fields of natural areas management, landscaping, or horticulture (including all four seasons).
- Extensive experience identifying common invasive species as well as native plants both woody and herbaceous.
- 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.
- Experience leading and supervising small crews.
- Ability to obtain related licenses and certifications as required.
- Ability to obtain driver's license and maintain a 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.
- Excellent communication skills and the ability to understand and convey instructions and accept and provide feedback.
- Ability to read maps, estimate and track work progress and write detailed reports.

Additional Desirable Skills:

The ideal candidate would possess significant additional desirable knowledge, trainings and experience.

- 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.



Good Oak Ecological Services
4606 Pflaum Road. Ste A
Madison WI 53718
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www.goodoak.com

- 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 and/or an interest in carpentry.

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

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: \$18+/hour depending on skills, qualifications and experience.

Benefits:

- Group Health Cooperative Health Insurance Plan - Good Oak covers 75% of monthly premium
- Paid Time Off accrued in your first year equivalent to 80 hours with an additional day earned each following year (capped at 4 weeks/year)
- 6 paid holidays (60 hours/ year)
- Paid sick time (40 hours/ year)
- 401k plan with matching employer contribution
- \$130 per month health reimbursement (GCHRA)
- \$400 winter clothing stipend



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- \$100 clothing stipend upon hire
- 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 of diverse backgrounds are encouraged to apply.

To Apply: Please send a cover letter and resume to Raluca Allen, info@goodoak.com, ideally in one PDF file.

Application Deadline: Applications deadline is June 30th. 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