INVASIVE SPECIES FIELD CREW LEADER– ID# 222809.
CLOSING DATE: January 9, 2023. INQUIRIES: Tiffani Keanini 634-2526 (Kauai).
Regular, Full-Time, RCUH Non-Civil Service position with the Pacific Cooperative Studies Unit (PCSU), working for the Kauai Invasive Species Committee (KISC), located in Wailua, Kauai. Continuation of employment is dependent upon program/operational needs, satisfactory work performance, availability of funds, and compliance with applicable Federal/State laws.
MONTHLY SALARY: $3,750/Mon.
DUTIES: Leads teams in conducting field operations to implement established action plans targeting invasive alien plant and animal species for control or eradication. Fieldwork involves reconnaissance, surveys, and mechanical/chemical removal for invasive alien species in natural, urban, and suburban areas. Fieldwork includes off trail areas where exposure to extreme hot and cold temperatures, heavy rainfall, mosquitoes, and difficult terrain is common. Implements protocol to prevent seed dispersal, follows decontamination protocols, and conducts all operations according to accepted safety standards and established protocols. Fieldwork requires the ability to drive project vehicles both on and off road, work in and around helicopters, and handle pesticides. Assists in setting goals and priorities for field operations, scheduling and deploying crews, coordinating logistics, and evaluating field staff. Trains field staff and assures quality control for all field operations. Oversees the collection of accurate and detailed records of treatment and control work. Operates a Global Positioning System (GPS) and downloads GPS units. Inputs and updates data and produces maps and other materials to guide daily field activities. Oversees maintenance of equipment/field gear, vehicles, and project baseyard, including proper storage of herbicides. Assists with public relations activities and events, and attains favorable public relations with property owners and other members of the public. Contributes to creating and preserving a positive work environment and serves as a valued member of the field team. For internal progression from an Invasive Species Field Associate II or III to Invasive Species Crew Leader depends on a demonstrated ability to meet established performance factors and project specific competencies, including satisfactory completion of all required trainings, and ability to assume supervisory responsibilities.
PRIMARY QUALIFICATIONS:

EDUCATION	High School Diploma or G.E.D. equivalent.
EXPERIENCE	Three to five (3-5) years of experience in field activities related to natural resources management or related field.
KNOWLEDGE	Thorough knowledge of all established performance factors and project specific competencies. Knowledge of Hawaiian or similar natural history and the basic elements of invasion biology. Knowledge of field activities related to natural resources management. Knowledge of identification and detection techniques for all target species and identification of common native species. Knowledge of mechanical/chemical control techniques for all target species. Knowledge of basic supervisory principles and techniques for motivating and providing feedback to others.
ABILITIES & SKILLS	Proficient in all abilities and skills outlined in established performance factors and project specific competencies. Ability to assume a leadership role for overseeing and training field staff and setting goals. Ability to make sound planning and logistical decisions, and respond appropriately to shifting operational plans.

	Strong analytical problem solving ability. Good oral and written communication skills and excellent interpersonal communication skills. Demonstrated proficiency in following project's administrative, operational, and safety protocols including proper use and storage of pesticides and use and maintenance of project gear and equipment. Ability to accurately collect and store data for target species survey and control activities. Demonstrated ability to navigate in remote areas with and without a GPS unit. Mapmaking abilities using ArcGIS. Ability to appropriately explain project objectives to the public. Ability and experience working with small, mechanized equipment (e.g., chain saws, etc.) Basic computer skills. Must possess a valid driver's license (and if use of personal vehicle on the job is required, must also have valid personal driver's insurance equivalent to Hawai'i's No-Fault Driver's Insurance) and maintain throughout the duration of employment. Must be able to drive a 4-wheel drive vehicle with manual transmission. Post Offer/Employment Conditions: Must possess the American Red Cross Certification in First Aid/CPR (or be able to obtain and maintain the certificate following the training provided within three (3) months from date of hire and maintain throughout duration of employment). Must complete the online Hazard Communication Training immediately after hire or no later than employee's initial exposure to hazardous chemicals. If selected for helicopter transport, must be able to complete basic helicopter safety course (A100) within twelve (12) months from hire and maintain throughout duration of employment. If required and specified in the agreement to apply pesticides while working on military lands, must obtain and maintain State of Hawai'i Certification for Application of Restricted Use Pesticides prior to activity. If selected for use of chainsaws, must submit chainsaw training certification to PCSU prior to activity. If selected for rappelling duties, must submit rappelling training certification to PCSU prior to activity
PHYSICAL/MEDICAL DEMANDS	Ability to backpack, lift and carry up to fifty (50) pounds unassisted. Ability to hike and camp in remote areas and rugged terrain under inclement weather conditions, up to five (5) consecutive days.
POLICY/REGULATORY REQUIREMENT	As a condition of employment, employee will be subject to all applicable RCUH policies and procedures and, as applicable, subject to University of Hawai'i's and/or business entity's policies and procedures. Violation of RCUH's, UH's, or business entity's policies and/or procedures or applicable State or Federal laws and/or regulations may lead to disciplinary action (including, but not limited to possible termination of employment, personal fines, civil and/or criminal penalties, etc.).

SECONDARY QUALIFICATIONS:

Ability to identify a wide variety of native and alien plants/animals. Experience supervising, training, and evaluating employees.

APPLICATION REQUIREMENTS: Please go to www.rcuh.com and click on "Job Postings." You must submit the following documents online to be considered for the position: 1) Cover Letter, 2) Resume, 3) Supervisory References, 4) Copy of Degree(s)/Transcript(s)/Certificate(s). All online applications must be submitted/received by the closing date (11:59 P.M. Hawai'i Standard Time/RCUH receipt time) as stated on the job posting. If you do not have access to our system and the closing date is imminent, you may send additional documents to rcuh_recruitment@rcuh.com. If you have questions on the application process and/or need assistance, please call (808)956-7262 or (808)956-0872.
RCUH's mission is to support and enhance research, development and training in Hawai'i, with a focus on the University of Hawai'i.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.