



Van Buren Conservation District  
SWxSW Corner Cisma Strike Team Crew  
Updated: 2023



**Position Description:** Two positions are open for the SWxSW Corner Cisma Strike Team Crew. This crew manages invasive species using chemical and mechanical methods on public and private properties. Treatment sites range between highly-invaded to high-quality natural areas, including county road rights-of-way and conservation areas. Primary responsibilities: treat/remove invasive plants using best management practices, survey and map sites, record management data, install and check spotted lanternfly traps, and assist with administrative duties (as assigned). All training will be provided by the Strike Team Coordinator or Cisma Coordinator. Field work may involve traversing uneven, boggy, or steep terrain in a range of temperatures and conditions. This may require carrying equipment and materials of up to 50 pounds on strenuous hikes. The Strike Team Crew must be ready and willing to work in a variety of conditions, as well as travel through the Cisma's entire service area. A truck, trailer, and UTV will be provided for navigating to/through sites, as available.

**Background Information:** The SWxSW Corner Cooperative Invasive Species Management Area (Cisma) is the go-to source for invasive species information. It is a grant-funded, collaborative group that works with the community to minimize the impact of invasive species. Every Michigan county is part of a Cisma, and our service area includes Berrien, Cass, and Van Buren Counties. The Cisma helps land owners, municipalities, and businesses to better understand how invasive species impact them and what they can do to address them.

**Compensation and Details:** The Strike Team Crew positions are seasonal. The season extends from May to September, with potential for extending into as late as November. Most weeks consist of four ten-hour days (Monday-Thursday, 7:00 AM - 5:30 PM). Some weeks may be adjusted based on events. This position is not exempt from overtime requirements. Wages will be commensurate with education and experience and range from \$16.00 to \$18.00 per hour. The Cisma and Strike Team are housed at the fiduciary's office - the Van Buren Conservation District ("VBCD") in Paw Paw, MI and travels throughout the three-county service area. Seasonal positions are not eligible for benefits except those required by law.

**Position Dates:**

- Start date: May 1, 2023 (flexible)
- End date: November 17, 2023 (flexible)

**Education, Knowledge, & Experience:**

- Must be able to complete fieldwork in all types of environments and conditions (wetlands, rivers/creeks, sand, mud, dense vegetation, rain, sun, hot, cold, etc.) while carrying equipment
- Must be able to lift and carry up to 50 lbs.
- Must possess visual and auditory ability to identify and respond to environmental and other hazards related to fieldwork



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- Must maintain a valid driver's license and possess a registered, insured vehicle for use during work hours, if needed (approved mileage will be reimbursed)
- Must be (or be able to become) a certified or registered Michigan Commercial Pesticide Applicator in Categories 2, 5, and 6 (paid for by employer, if needed)
- Must have a commitment to uphold a strong environmental ethic
- Must pass a Federal Background Security Check
- Preference given to those:
  - with an educational background and/or work experience in natural resource management, biology, or ecology
  - with a basic understanding of plant identification
  - who work well on a team, are also self-motivated, driven, and able to work and perform tasks without step by step management
  - who can work under little or no supervision
  - with strong organizational, recordkeeping, and task prioritization skills
  - with strong professional communication skills (written and verbal)
  - who can navigate off trail or in the backcountry, execute transect paths while managing invasive plants, and use a compass & map and/or GPS unit
  - who can identify some native and invasive plant species of the Midwest
  - with experience mixing and applying herbicide with a backpack sprayer
  - with experience using Google Workspace
  - with experience with data recording, managing, and tracking
  - with experience using ArcMap, ArcOnline or FieldMaps for waypoint and path management
  - with experience operating and maintaining a brush cutter
  - with experience towing and maneuvering a hitched trailer
  - with experience driving a UTV
  - with at least one season of relevant field experience
  - Willing to work flexible hours on occasion

### **Responsibilities & Duties:**

- Help Strike Team Coordinator survey sites
- Treat invasive species through chemical or mechanical means using backpack sprayers, brush cutters, etc.
- Install and check spotted lanternfly circle traps every other week
- Determine necessary supplies and equipment before visiting a site
- Independently conduct invasive species management using best management practices
- Clean, maintain, and keep track of Strike Team equipment and supplies
- Follow protocols for decontamination, herbicide safety, and equipment safety
- Help Strike Team Coordinator communicate with partners and landowners



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- Communicate with CISMA partners and the public on invasive species in the field and at events
- Create maps using ArcGIS/QGIS for field use or for depicting survey/treatment plans, priorities, completion, and/or current status of invasive species
- Drive UTV supplies/equipment through large sites
- Submit complete and accurate data to Strike Team Coordinator for grant reporting purposes
- Study for Pesticide Applicator exams for Core, and categories 2 - Forestry, 5 - Aquatic, and 6 - Right of Way (if applicable; study materials provided by VBCD).
- Performs other assignments as required

**To Apply:** Interested applicants must submit: a cover letter, resume, unofficial transcripts (if applicable), and a list of three (3) references (all documents must be in PDF form and file name must begin with applicant's last name) to the Strike Team Coordinator, Abbie Bristol at: [invasivesmgmt@vanburencd.org](mailto:invasivesmgmt@vanburencd.org). Submit these materials using the subject line "[last name] 2023 Crew Application".

**Deadline to Apply:** Interviews will be conducted on a rolling basis from February through April. Preference will be given to applications received before 5 PM EST, Monday, March 13th, 2023.

**Equal Opportunity Employer:** The Van Buren Conservation District is an affirmative-action, equal-opportunity employer. VBCD programs and materials are open to all without regard to race, color, national origin, gender, gender identity, religion, age, height, weight, disability, political beliefs, sexual orientation, marital status, family status or veteran status. The VBCD collectively acknowledges that its offices and gatherings occupy the ancestral, traditional and contemporary Lands of the Council of the Three Fires – the Ojibwe, the Odawa, and the Potawatomi, ceded in multiple historic treaties. Through this acknowledgement, we recognize, support and advocate for the sovereignty of Michigan's twelve federally-recognized Indian nations, and for historic Indigenous communities and individuals. The VBCD is committed to our obligations to those communities. The process of knowing and acknowledging the land we stand on is a way of honoring and expressing gratitude for the ancestral people who stewarded this land before us and their descendants who steward this land today.