



## **JOB DESCRIPTION: UpLift Crew Member**

**Reports to:** Landscape Foreman/Crew Leader

### **Job Overview:**

Crew Members work in teams of 3-7 under the direction of a Landscape Foreman or Crew Leader to construct and maintain rain gardens, conservation landscapes and other green stormwater practices around Howard County. Crew Members also engage in other environmental work such as tree plantings, tree maintenance, invasive plant removals, stream clean ups, and more. Crew members can expect to work outdoors in a wide range of weather conditions. Crew Members receive job skills training and are exposed to local and regional environmental issues. Crew Members will receive training and may receive a certificate for the Chesapeake Bay Landscaping Professional-Associate program, contingent on passing. Crew Members will also be exposed to a variety of career opportunities in the environmental and stormwater industries.

### **Responsibilities & Duties:**

- Construction and maintenance of environmental landscaping practices such as rain gardens, native landscapes, native tree plantings, and stream restoration projects.
  - Including planting, excavating, mulching, weeding, and more
- Inspect local streams after major storm events
- Remove tree limbs, overgrowth, and other debris from local streams
- Properly store and handle all equipment, tools, materials, etc.
- Community outreach and public engagement

### **Qualifications & Requirements:**

- Must be 18 years of age
- Ability to work in a variety of outdoor settings including forests and streams
- Able to work with a team as well as independently
- Able to physically stand, bend, squat, and lift up to 40 pounds
- Must have reliable transportation to initial job site
- May be asked to use personal vehicle if applicable. Mileage is reimbursed

### **Preferred Qualifications:**

- Passion and/or interest in the outdoors
- Previous experience working outdoors or in landscaping
- Flexible with changes in day to day tasks

**Job Wage of \$12.50/hr**



**Benefits:**

- Eligibility for 401(k) retirement plan
- Paid sick leave - 1.33 hrs/week up to a maximum of 40 hours/year
- Development opportunities including internal advancement to leadership positions

**Job Timeline:**

This is a full-time, hourly, seasonal position that begins on March 16th and works through December 11th, 2020. Crew Member hours in the Spring and the Fall are Monday through Friday from 8 a.m. to 4 p.m. (during the summer, hours shift to 7 a.m. to 3 p.m.). There will be a break in the work schedule for 2 weeks during June 15th - June 26th, and again for 2 weeks during August 24th - September 4th. Breaks in the work schedule are contingent on funding. No paid holidays. Weekend work opportunities may be available but are not mandatory. Work is weather-dependent but training and professional development opportunities may be offered on bad-weather days.