TITLE: Invasive Plant Strike Team Crew Member
DEPARTMENT: Invasive Plant Management
REPORTS TO: Director of Invasive Plant Management
LOCATION: The Historic Y (300 E. University Blvd., Tucson AZ), Field Based

PAY & BENEFITS: $21.78/hour without certification or $22.03/hour with certification. Comprehensive Health Insurance (Medical, Dental, Vision), Simple IRA, Sick Leave, PTO, 7 Paid Holidays and Winter Break (December 24 - January 1).

WORK SCHEDULE: Permanent, Full-time, 36-hours per week, Monday-Thursday. Typical summer schedule of 5:30am-2:30pm, typical winter schedule of 6:30am-3:30pm.

HOW TO APPLY: Email your application (resume and cover letter) to jobs@tucsonbirds.org by January 4, 2026. Please use "Strike Team Crew Member" as the subject line. Please include your first and last name in document titles (eg "Jane Smith - Strike Team Crew Member Resume").

SUMMARY: The Invasive Plant Strike Team Crew Member serves as a member of the Invasive Plant Strike Team, which is responsible for invasive plant species management (identification, assessment, treatment, monitoring) at a variety of ecologically sensitive and high-priority areas throughout the region. The Invasive Plant Strike Team Crew implements treatment activities as agreed upon by contract, grant, or award and interfaces with clients and the public to provide program updates and education. Herbicide applications via backpack sprayer, chainsaw removal of trees and manual removal on non-native species is all part of a day's work.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Administration

- Maintains accurate activity records and provides relevant daily application reports to the Invasive Plant Program Manager and the Strike Team Lead.
- Maintains relevant Applicator License(s) and ensures CEUs are completed on time for annual license renewal.
- Ensures application practices are followed, and materials are treated appropriately.

Invasive Species Control

Works with the Strike Team Lead to plan and execute required invasive plant management tasks, including:

- Identification and mapping of designated areas,
- Manual, chemical, or other prescribed treatment of invasive species as determined appropriate to the site and seasonal windows, and assessment of efficacy and re-treatment needed after control effort.
- Maintains field equipment in good working order (chainsaw, backpack sprayer, etc.).
- Notifies the Strike Team Lead and the Invasive Plant Program Manager of any reportable herbicide spills.
- Keeps the Strike Team Lead, Field Operations Manager, and Director of Invasive Plant Management aware of vehicle usage, fuel, and repair needs.

- Maintains field and office electronics (tablets, phones) and requests software and additional equipment as needed.

OTHER RESPONSIBILITIES:

- Works in the field on additional restoration projects as needed.
- Participates in mechanical and chemical weed control, vegetation establishment, bank stabilization, slope restoration, erosion control, and rainwater harvesting.
- Assists with sustainable landscaping projects, equipment maintenance, marketing projects, and other tasks as needed.
- Communicates program and project outcomes to the public, funders, membership, and staff.
- Participates in supplying information for or writing articles regarding projects.
- Supports TBA events such as the annual Gala, Tucson Bird & Wildlife Festival, Membership annual holiday event, and others as requested.
- Assists with habitat and ecosystem restoration or conservation and research projects.

SUPERVISORY RESPONSIBILITY:

This position has no direct reports but may oversee volunteers working on designated projects.

WORK ENVIRONMENT AND PHYSICAL DEMANDS:

An employee must meet the physical demands described here to perform the essential functions of this job successfully. Reasonable accommodations may be made for those with disabilities.

- This position operates mainly in the field at various sites throughout Southeast Arizona and the surrounding regions in the Southwest Desert.
- Ability to lift 50 lbs. and push and pull loads.
- Ability to walk 8 miles in rugged conditions, including loose sand, rocky trails, and off trail.
- Ability to conduct fieldwork outdoors for at least eight hours in all weather conditions, including extreme summer heat, freezing winter conditions, and dry or rainy days.
- Ability to walk, stand, kneel, and occasionally climb ladders or lie on the ground.
- Ability to use hands for manual tasks requiring strength and dexterity.
- Required to drive in dark or low-light settings and on rugged roads.
- Ability to speak and hear coworkers in sometimes loud or open environments.
- May occasionally camp or work from remote locations for multiple days.
- Ability to safely apply pesticides according to label instructions with appropriate Personal Protective Equipment.
- May use light equipment, heavy tools, chainsaws, and all manner of field survey equipment.
- Ability to work in an office environment and use a keyboard, mouse, and other common office equipment.

EDUCATION, EXPERIENCE, AND COMPETENCIES:

Required

- High school diploma or equivalent
- Experience managing invasive species, preferably those common to southwest arid landscapes
- Certified Applicator License through AZDA Pest Management Division within 90 days of hire
- Proficient in using maps and GPS units
- Computer proficient with Microsoft Office applications
- Proficient written and verbal communication skills
- Strong organizational skills and the ability to multi-task
- Flexible approach to work and work schedule
- Excellent interpersonal communication skills and the ability to collaborate positively with people at all levels
- Valid Arizona Driver's License
- Understanding of and commitment to the organization's mission, goals, and values
  An interest in birds, natural history, and wildlife conservation

Preferred

- Experience operating vehicles towing a trailer, tractors, skid-loaders, and other heavy equipment
- Familiarity with various GIS systems and software
- Advanced mechanical skills required for small engine repair
- Experience operating and maintaining chainsaws, brush cutters, herbicide spray equipment, mowers, and other power tools
- Experience with and knowledge of the Sonoran Desert, Sky Islands, and other southeastern Arizona habitats
- A passion for hard work outdoors.

A combination of education and experience may be considered if it directly relates to the position and supports the ability to successfully perform the job.

Tucson Bird Alliance is an Equal Opportunity Employer. Our programs and employment are open to all. We value diversity and do not permit any discrimination against applicants, employees, or volunteers on the basis of race, ethnicity, national origin, gender, age, religion, sexual orientation, marital status, veteran status, medical condition, disability, or any other status protected by applicable law or statute in any of our policies or programs.

At Tucson Bird Alliance, our commitment to Inclusion, Diversity, Equity, and Access (IDEA) goes beyond being in full compliance with employment law; Tucson Bird Alliance actively cultivates a culture that embraces differences, with the commitment that everyone is a valued member of our team and is treated with respect and dignity. We intentionally work to foster a culture of inclusion with openness, honesty, visibility, creativity, and trust as core values.

This job description is not designed to cover or contain a comprehensive listing of activities and details required for each duty listed above. Detailed work plans should be developed with the manager and designed around the duties listed above and should address program and organizational goals.