Title: Invasive Plant Strike Team Crew
Department: Invasive Plant Management
Work Location: Historic Y - Field-based
FLSA Status: Non-Exempt
Reports to: Director of Invasive Plant Management
Compensation: Salary range $21.78-$23.58 or $22.03-$24.09 if certified applicator
Benefits: Medical, Dental, Vision, Life AD&D, Supplemental Life, Long & Short-term Disability, and Employee Assistance Program, as well as the Alliance's contributory retirement plan (SIMPLE IRA). PTO, sick leave, holiday pay, winter break.
Work Schedule: Permanent, Full-time, 36 hours per week
Date Reviewed: June 2026

Summary
As a member of the Invasive Plant Strike Team, crew members are responsible for invasive plant species management (identification, assessment, treatment, monitoring) at ecologically sensitive and high-priority areas throughout the region. The role implements treatment activities per contract, grant, or award terms, and interacts with stakeholders on program updates and education. Daily work includes herbicide application via backpack sprayer, chainsaw removal of trees, and manual removal of non-native species.

Essential Duties & Responsibilities

Administration
- Maintains accurate activity records and provides daily reports to Strike Team Lead and management team
- Maintains relevant Applicator License(s) and completes CEUs for timely renewal
- Ensures proper application practices and material handling

Invasive Species Control
- Works with the Strike Team Lead to plan and execute invasive plant management tasks: identifying and mapping designated areas; applying manual, chemical, or other prescribed treatments as appropriate to site and season; and assessing efficacy/re-treatment needs
- Maintains field equipment (chainsaw, backpack sprayer, etc.) in good working order
- Reports any reportable herbicide spills to the Strike Team Lead and managers
- Keeps leadership informed on vehicle usage, fuel, and repair needs
- Maintains field/office electronics and requests equipment as needed

Other Responsibilities
- Supports additional restoration projects (mechanical/chemical weed control, vegetation establishment, bank stabilization, slope restoration, erosion control, rainwater harvesting)
- Assists with sustainable landscaping, equipment maintenance, marketing projects, and other tasks as needed
- Communicates program/project outcomes to stakeholders and contributes to articles as needed
- Supports TBA events and habitat restoration, conservation, and research projects

Supervisory Responsibilities
This position has no direct reports; may oversee volunteers 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.

- Fieldwork throughout Southeast Arizona and the Southwest Desert
- Lift 50 lbs.; push/pull loads; walk up to 8 miles in rugged terrain (sand, rocky trails, off-trail)
- Work outdoors 8+ hours in all weather, including extreme heat and cold
- Walk, stand, kneel, climb ladders, and work on the ground as needed
- Drive in low-light conditions on rugged roads
- Safely apply pesticides per label instructions with appropriate PPE
- Operate light/heavy tools, chainsaws, and field survey equipment
- Occasional multi-day camping or remote work
- Comfortable in a standard office setting when needed

Gear Allowance: This position is eligible to receive an annual allowance for equipment and PPE.

Education, Experience, and Competencies

Required Qualifications

- High school diploma or equivalent
- Experience performing fieldwork in extreme weather conditions
- Experience managing invasive species, preferably in arid landscapes
- AZDA Certified Applicator License within 90 days of hire
- Proficient with maps, GPS units, and Microsoft Office and Google Suite
- Strong written/verbal communication and organizational skills
- Flexible schedule; collaborative interpersonal skills
- Valid Arizona Driver's License
- Commitment to the organization's mission and values
- Interest in birds, natural history, and wildlife conservation

Preferred Qualifications

- Experience towing trailers and operating tractors, skid-loaders, or other heavy equipment
- Familiarity with GIS systems/software
- Small engine repair skills
- Experience with chainsaws, brush cutters, herbicide sprayers, mowers, and power tools
- Knowledge of the Sonoran Desert, Sky Islands, and Southeastern Arizona habitats
- Bilingual (Spanish)

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.