



Humboldt County Resource Conservation District

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Job Announcement Seasonal Field Technician

Employer: Humboldt County Resource Conservation District (HCRCD)

Work Location(s): Main work location is anticipated to be HCRCD's main Eureka office. Field sites are throughout Humboldt County.

Position: Season (Temporary), Full Time, up to 40 hours per week. Anticipated end of term is mid-October 2025.

Background

The Humboldt County Resource Conservation District (HCRCD) is a Special District that works to implement a range of agricultural enhancement, watershed restoration, forest health and wildfire resilience, and habitat restoration projects to improve and protect natural resources and wildlife habitat on private and public lands. As part of this work, the HCRCD has entered into a partnership with the California Department of Transportation (CalTrans) to maintain and monitor restored native vegetation mitigation sites in Humboldt County.

Position Overview:

The Seasonal Field Technician will be part of a small field crew performing vegetation maintenance, monitoring, and reporting activities on CalTrans mitigation sites and performing other ecological restoration activities associated with forestry and habitat restoration and the implementation of agricultural practices on sites across Humboldt County. Working primarily outdoors, this role involves labor-intensive tasks such as planting, invasive species control, watering and compliance monitoring to meet success criteria.

As part of a collaborative team, the Seasonal Field Technician is expected to contribute to a positive and supportive work environment, working closely with their crew to accomplish tasks efficiently and safely. Safety and making sound decisions in the field will be the highest priority for this role.

The Seasonal Field Technician will be working on current CalTrans mitigation project sites throughout Humboldt County. All mitigation sites have been planted with native vegetation and require maintenance that includes weeding, mowing, watering, plant replacement, and mulching. Some sites include additional activities including planting of native vegetation, vegetation clearing of select trees and branches, and other field work activities. Monitoring activities include performing upland and wetland vegetation monitoring and photo monitoring. Monitoring training will be offered to the selected applicant.

This position is a full-time, seasonal position working under the supervision of the Agricultural Enhancement Program Manager. The Seasonal Field Technician will receive daily direction, training, and field guidance from a Project Coordinator, who will serve as the field lead. The position is anticipated to end in mid-October 2026.

Essential Duties and Responsibilities

1. Planning and Collaboration (5%)

The Seasonal Field Technician reports to the Agricultural Enhancement Program Manager and takes daily direction and guidance from the Project Coordinator, who serves as the lead and primary representative in the field. The Seasonal Field Technician will need to meet regularly (in-person) and communicate regularly via cellular phone or text with various HCRCD employees and agency representatives to ensure that fieldwork priorities are met.

2. Equipment Maintenance (5%)

The Seasonal Field Technician will assist with the maintenance of HCRCD's restoration equipment and vehicles. Typical work includes conducting regular equipment maintenance. Anticipated equipment includes vehicles, brush cutters/weed whackers, water pumps, chainsaws, trailers, ATVs, PPE, etc.

3. Safety Program (5%)

The Seasonal Field Technician will participate in the HCRCD safety training program to ensure they are properly trained to operate restoration and maintenance equipment and to take necessary safety precautions at each work site. Time will be allocated specifically for training, including comprehensive safety sessions, to prepare the Seasonal Field Technician for their role and ensure safe work practices.

4. Restoration Field Work (85%)

The Seasonal Field Technician will work as part of a field crew to support restoration and maintenance activities, contributing to the successful achievement of project goals. Typical tasks include planting, mowing, controlling invasive weeds, installing and operating irrigation systems, vegetation clearing, attending training sessions, and participating in annual monitoring activities. The Seasonal Field Technician will occasionally participate in forestry and watershed related field duties as assigned. The Seasonal Field Technician will be actively involved in hands-on fieldwork and trained to perform tasks safely and efficiently in accordance with project guidelines.

5. Other Duties

Other duties may be assigned.

Applicant Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The qualification requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Required Minimum qualifications

- Must have a high school diploma or equivalency.

- Knowledge of and understanding of:
 - Restoration and vegetation maintenance techniques.
 - Maintenance of restoration maintenance equipment (e.g. brush cutters, shovels, water pumps, etc.)
- Proficient interpersonal skills and the ability to establish and maintain cooperative, respectful, and effective working relationships with others.
- Ability to work independently and as an effective member of a team.
- Good communication skills including speaking, listening and writing.
- Ability to understand and follow oral and written directions.
- Ability to exercise good judgment and maintain confidentiality in all communications.
- Ability to assess risk and make safe decisions.
- Ability to work with a variety of people with diverse interests and temperaments.
- Physically able to conduct restoration work in the field during all seasons and in inclement weather. Includes lifting, carrying supplies and equipment, and planting; see Physical Demands below.
- Must possess a valid California Class C driver's license.

Desired Qualifications

- A bachelor's degree with a focus on environmental studies, natural resource management, watershed science, conservation planning, or related field; a combination of education and equivalent professional experience may be considered.
- One or more years of professional experience
- Knowledge of local native vegetation
- Experience working with other conservation groups
- Proficiency with ArcGIS and GPS
- Job related certifications
- Experience driving 4x4 trucks, pulling trailers, and/or driving UTVs
- Experience operating power tools such as weed whackers, chainsaws, and mowers
- Creativity, sense of humor, "can do" spirit, collegiality, flexibility, strong desire to learn.

Work Environment

The office location for this position is HCRCD's Eureka, CA office; additional office work may occur at HCRCD's McKinleyville, CA office. Field work will take place in a variety of field locations. The work environment experienced by this position may include working along California Highways and other roads; working outdoors in weather and on terrain of all types, including adverse terrain; and traveling alone or with others in a vehicle between project sites or meetings; and working in a shared office space. The Seasonal Field Technician will work with or near mechanical parts, equipment, power tools, and other machinery. The Seasonal Field Technician may work in direct proximity to un-restrained livestock and around electrified fencing. This position will have limited exposure to high precarious places, toxic or caustic chemicals, vibration, and risk of electrical shock. The noise level in the environment at times may be moderate to high.

A valid California Driver's License is required. The Seasonal Field Technician will have access to an HCRCD vehicle after successful completion of required trainings and other administrative requirements. A work laptop and cell phone will be provided.

The work environment characteristics described here are representative of those an employee may encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands

While performing the duties of this job, the Seasonal Field Technician is required to regularly talk, hear, see and smell. On a daily basis the employee is required to hike in uneven or steep terrain including mud, waterways, and forested slopes while carrying equipment. The employee is required to sit, stand, climb, balance, stoop, kneel, bend, crouch, or crawl. The employee may occasionally lift up to 50 pounds, push or pull up to 40 pounds and frequently will need to maneuver around outdoor sites. The employee in this position must have the ability to reach with hands and arms and to use their hands or fingers to handle, grasp and feel. Employees in this position frequently use a shovel or other hand tools and gas-powered equipment such as weedwhackers.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Wages, Hours and Commencement of Work

The starting wage range for this position is \$18.00 – \$24.00 an hour dependent on experience. The successful candidate will work up to 40 hours a week. The successful candidate should be able to start work between mid-March and mid-April.

Application Instructions

To apply, email a PDF cover letter, resume, and the [HCRCD job application form](#) with three or more references to Jill Demers, Executive Director: jill@hcrcd.org . Please title email: "Seasonal Field Technician." Applicant review will begin the week of February 16th and continue until a qualified candidate is selected.