



# Invasive Species Lead Technician

## Job Description

Mid-May – October 2025



The Chippewa Luce Mackinac Conservation District is seeking a full-time Invasive Species Lead Technician for the Three Shores Cooperative Invasive Species Management Area (CISMA). The invasive species lead technician is a full-time term limited position from mid-May through October 2025.

During the peak treatment season (May – September), the selected applicant will lead field crew survey, management, and outreach objectives under the direction of the Invasive Species Program Coordinator. This includes but is not limited to manual, mechanical, and chemical removal of invasive species, leading accurate and precise invasive species surveys, maintaining field equipment, and aiding with volunteer events as needed. During the off-peak season, the Invasive Species Lead Technician will be required to implement survey and control objectives independently in variable weather conditions. A strong willingness to work both independently and inclusively as a team leader is necessary for this position.

This position will require the applicant to lift and carry 50 pounds on a daily basis. This position will require a full 40 hours per week, with occasional irregular hours, weekends, and overnight trips as needed. Chosen applicants will be expected to have reliable transportation as the use of an employee's personal vehicle **will be required** at times during employment.

### Responsibilities (Peak Season)

- Work with the Invasive Species Program Coordinator to provide logistics and leadership toward survey and treatment objectives with the assistance of a seasonal field crew
- Provide outreach at various community events, aquatic invasive species (AIS) landing blitzes, various community events, and local volunteer engagement efforts.
- Provide professional-level management on both public and private properties
- Ensure proper and thorough data collection including pesticide application records and receipts.
- Troubleshoot minor logistical and equipment issues as needed

### Responsibilities (Off-Peak Season)

- Provide accurate verification of seasonal crew data, including recording data to the MISIN treatment tracker
- Provide regular public and partner communications through quarterly newsletters, an annual newsletter, and other articles as needed
- Assist with maintaining and growing the Three Shores CISMA social media presence
- Work with the Invasive Species Program Coordinator to provide logistics and implementation of necessary survey and treatment objectives.

### Required Qualifications

- Bachelor's degree from an accredited college or university with a focus in a natural resources-related field of study
- Willingness to work both independently and as a team leader
- Excellent organization, social, and time-management skills
- Valid driver's license and reliable personal transportation
- Ability to work flexible and irregular hours
- Must be able to pass federal background security clearance and credit check

### Preferred Qualifications

- (1) year or more experience in invasive species management
- (1) year or more experience leading field crews or related leadership experience
- Strong plant identification skills, including knowledge of regional invasive species
- Experience using pesticides for invasive species management, including herbicide safety, storage, mixing, application procedures, and equipment maintenance
- Strong ArcGIS background, including use of ArcGIS Field Maps, Survey123, MISIN Treatment Tracker
- Proficiency in using GPS units and orienteering operations

### Compensation and Position Details:

The Invasive Species Lead Technician will be directly supervised by the Invasive Species Program Coordinator and the Executive Director of the Chippewa Luce Mackinac Conservation District. This position is a full-time, term-limited position funded by multiple grants. The Invasive Species Lead Technician's wage will be \$17-\$18/hour dependent upon education and experience. Mileage reimbursement will be available when use of personal vehicle is required.

**How to Apply:**

Interested applicants should send a cover letter, resume (including academic and fieldwork background), and a list of three professional references (including both phone number and e-mail) to [threeshorescisma@gmail.com](mailto:threeshorescisma@gmail.com) with “2025 Invasive Species Lead Technician” in the subject line. **Prioritization will be given to applications received prior to February 24, 2025.** Applications received after the February 24, 2025 deadline will only be considered if the position has not been previously filled. The selected candidate should be prepared to start no later than May 12, 2025.

If you have any questions or concerns about the position, please contact Invasive Species Program Coordinator Evan Chalmers at [threeshorescisma@gmail.com](mailto:threeshorescisma@gmail.com) or (906)630-7139.

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