

## **JOB ANNOUNCEMENT**

### **Restoration Crew Leader**

The Cleveland Museum of Natural History (CMNH) Natural Areas Division has been involved in land protection and stewardship since 1956, with the mission to identify, protect, and steward the best remnants of native habitats present in the Lake Erie and upper Ohio River drainage prior to settlement.

#### **Summary:**

Occupying an ancient, abandoned channel of the Grand River, Mentor Marsh became Ohio's first State Nature Preserve in 1971. It is one of the largest natural marshes remaining along the Lake Erie shoreline. It is also a registered National Natural Landmark with the National Park Service. At 801 acres, Mentor Marsh is one of the largest natural freshwater marshes protected along the Lake Erie shoreline. It provides critical spawning habitat for Lake Erie fish and is an important refuge and nesting site for waterbirds and migrating songbirds.

After a salt mine tailings were dumped in an adjacent creek, Mentor Marsh became Ohio's largest stand of the invasive, non-native Common Reed Grass (*Phragmites australis*). CMNH began a large-scale restoration of Mentor Marsh in 2012. Since then, restoration efforts have included helicopter and drone spraying stands of *Phragmites australis* and non-native cattail, spot spraying from amphibious vehicles and with backpack sprayers, helicopter seeding and hand planting historically native herbaceous wetland plants, and installing trees and shrubs along the swamp forest edge.

As a Restoration Crew Leader working as a contractor for the Natural Areas Division's stewardship partner, Winous Point Marsh Conservancy (WPMC), you will be a part of a unique approach to stewardship and biodiversity management. This is a six-month grant-funded seasonal position working up to 40 hours/week. This full-time temporary position will run from approximately May 8, 2023 to November 10, 2023. Exceptions to these dates will be considered for current students or those with extenuating circumstances. These positions are based out of Mentor, OH and will include daily travel via personal vehicles to nearby work sites. On-site training will be provided for all essential skills. Housing is not provided. The Restoration Crew Leader works with Museum staff, the Mentor Marsh Habitat Restoration Manager, contractors, and project partners to implement best management practices and the strategic plan for invasive species control and habitat restoration at the 801-acre Mentor Marsh. The desired end goal is a landscape mosaic of native marsh and swamp forest.

#### **Essential Duties and Responsibilities:**

Assist in the ecological restoration and management of native marsh and swamp forest communities. Apply a variety of land management and invasive species management techniques including operating the relevant tools and equipment.

Operation of an amphibious utility task vehicle (UTV) with crew and supplies.

Operates and maintains hand and power tools in working conditions to implement invasive plant management.

Assist with data collection and entry via monitoring and mapping of invasive plant populations and treatment areas

Analyze GPS and aerial drone mapping surveys and incorporate into GIS maps to prioritize treatment.

Assist in plant identification using taxonomic field guides.

Pre-plan and assist with on-site coordination of contractors and local partners on invasive species treatment projects.

Identify sources on-site, collect, and disseminate seeds and cuttings to restore marsh habitat.

Ability to lead an interdisciplinary professional team atmosphere. Ensures personal safety and safety of crew by following all safety procedures mandated by state/federal law and CMNH & WPMC policies.

**Minimum Qualifications:**

Bachelor's degree OR 6 months of related experience.

Experience operating various types of equipment in a safe and efficient manner (e.g., hand tools, 4-wheel-drive vehicles, UTV, or similar equipment).

Must have a valid driver's license and reliable transportation to work.

**Desired Education and Experience:**

Bachelor's degree pursuing a degree from a four-year college or university with a concentration in Biology, Botany, Restoration Ecology, or a closely related Natural Resources related field.

Experience or familiarity with taxonomic keys and/or field identification guides for plants and animals.

Experience with identifying and utilizing different techniques to remove non-native invasive plants.

Experience in field-work using a variety of hand tools, backpack and tank sprayers, and operating amphibious utility task vehicles.

**Other Qualifications:**

A passion for science, nature, and conservation.

A familiarity with the local, native flora of Northeast Ohio.

Excellent organizational skills and attention to detail.

Ability to exercise initiative and good judgment in anticipating problems before they arise.

Ability to lift 45lbs with or without reasonable accommodation.

Willingness to lift and carry a 25lb backpack for extended periods of time.

Basic mathematical skills.

Willingness to work in and hike up to 6 miles daily outdoors completing strenuous field work requiring considerable physical exertion and/or muscular strain. Willingness to work in semi-remote locations, without immediate access to restrooms facilities, on difficult, hazardous, and physically challenging terrain as well as work in a wetland

environment and tolerate the physically demanding conditions typical of northeast Ohio's natural areas (inclement and variable weather conditions, heat, humidity, poison ivy, and biting and stinging insects).

Work Schedule: Typically a Monday-Thursday 7am to 5pm daytime schedule, with occasional evenings and weekends as agreed upon in advance. Work schedule is partially weather-dependent and will be 30-40 hours per week.

Pay rate: \$16.00/hr

**TO APPLY**

Please send a cover letter, resume, and three professional references to:

Mia Yeager

myeager@cmnh.org

No phone calls, please.

Job Announcement Number:

Posting Date:

**The Cleveland Museum of Natural History**  
**is an EQUAL OPPORTUNITY, ADA EMPLOYER and a SUBSTANCE-FREE WORKPLACE**