



## Invasive Plant Control Strike Team Openings

### OPENINGS AVAILABLE!

Positions are available (Internships/Seasonal/Permanent)  
Compensation is negotiable depending on experience.  
(\$12.00-16.50 per hour Field Technicians or \$35,000-\$50,000 annually for Crew Leaders)

Applicants will have the opportunity to work in various natural areas throughout the eastern United States with an emphasis on invasive plant management. Invasive Plant Control, Inc. will provide you with the opportunity to conduct intensive habitat rehabilitation of many different native plant communities with the main emphasis in invasive plant management. IPC is a privately-owned company considered one of the leaders in the invasive plant control market in the US. IPC emphasizes selective control in natural area settings.

### **SPECIFIC DUTIES:**

Primary function will be to travel continuously throughout the eastern US as part of an invasive plant management team and utilize a variety of techniques including chemical and mechanical methods to control invasive exotic plants in natural areas including DOD Installations, National Parks, State Parks, Municipal Parks and private lands.

### **TRAVEL:**

- Lodging and transportation are provided for most positions.
- There may be no opportunity to travel home during the course of this position other than on your own time

### **REQUIREMENTS:**

- Applicants selected will be subject to a government security investigation.
- Applicants must pass a pre-hire drug screening to be considered for employment
- Valid driver's license; good communication skills; good physical condition; ability to work with minimal supervision; ability to travel for long periods of time away from home; ability to pass pesticide applicator exams in various states.
- Ability to work effectively under pressure and meet deadlines
- Ability to travel extensively and on short notice.
- Must be actively seeking a college degree or have a college degree. Knowledge of current trends in invasive plant management in natural areas.
- The ability to motivate, lead, set objectives, and manage performance of a small team.
- Adapt, improvise, and overcome precarious situations.
- Employee will be required to treat all invasive plant species with minimal to no damage to native species in the area.

### **TRAINING/EDUCATIONAL OPPORTUNITIES:**

Applicant will have the opportunity to participate in seminars or training sessions regarding: Invasive plant removal techniques; first aid; chainsaw and hand-tool safety; pesticide safety; application equipment; ATV use and orienteering. There will be opportunities to visit many culturally and historically significant sites; attend educational workshops or meetings concerning vegetation management and work alongside professionals involved in many different areas of resource management.

## Frequently Asked Questions

### How does the intern get to the internship location?

Means of travel varies depending upon the location of team members but can include air and or ground transportation. Interns/employees are required to secure their own transportation to the initial worksite. If desired, IPC will provide daily transportation to and from all work locations throughout the course of the internship. If interns wish to travel during time off throughout the course of the internship, it is the financial responsibility of the intern.

### Do I need to bring my own personal vehicle?

Personal vehicles *are not* required as noted above. If team members wish to bring their own vehicle, it is the responsibility of the team member to pay for all mileage and gas expenses for their personal vehicles during the course of their employment. This includes any associated parking fees that may be required at select company apartments.

### Where do we stay?

IPC provides housing for most staff that are not in a stationary job scenario. Housing scenarios vary depending upon the worksite. For instance, the Washington DC area seasonal crews are housed in 2-bedroom apartments. Apartments are fully equipped and in close proximity and walking distance to transportation, shopping, entertainment and other necessities. The crews that work for the Nature Conservancy in the Adirondacks utilize a large rental home (4 people) that is fully equipped during their 3-month stay. Our crews that are more mobile utilize hotels, park lodges/cabins or other housing options. Accommodations are set up either all male or all female and teams will sometimes be determined based upon this.

### Where does IPC work?

Job locations vary depending upon client needs. A sample of projects worked on in 2017 and 2018 include; Arlington County, VA Parks, Fairfax County, VA Parks, TNC Adirondacks, Cherokee National Forest in NC and TN, the National Park Service in Florida, Arnold Air Force Base in TN, Hoosier National Forest, IN, Tinker Air Force Base, OK, and many others. IPC is fortunate to work in natural areas throughout the US where selective control of invasive species is desired. This enables us to work in unique landscapes such as military installations that manage vast acreage of pristine natural areas in the US. Working in sensitive environments with rare and endangered plants present requires our staff to have a good understanding of native versus nonnative species and/or ability to learn on a daily basis. Working on small teams with knowledgeable crew leaders allows our team members to excel.

### Will my school or other commitments interfere with the internship dates?

If you are joining us as a seasonal or intern, IPC is flexible on internship start and end dates. The primary treatment season extends from April until mid-November although in 2018-2019 we will be having start dates in November through January as well. IPC is able to schedule internships during this timeframe based on school schedules or other seasonal opportunities employees may desire to pursue.

### Is experience required?

Interns- IPC does not require interns to have previous experience controlling invasive species. We do weigh an applicant's abilities based on several factors. The first is the applicant's willingness to travel. This position requires the intern to be away from home for most of the internship. While weekends are often free, it is difficult to travel home and back in such a short time. Secondly is the ability to work outdoors in a job that requires physical labor on a daily basis. Controlling invasive species requires the use of tools such as chainsaws, brushcutters, backpack sprayers and other equipment. Utilizing these tools in the middle of the summer requires stamina and a natural enjoyment towards this type of work. We do not require previous experience with any of these tools but it does help in the selection process. All interns will receive chainsaw and chemical use training prior to starting work.

Seasonal and Full time staff- IPC requires a level of knowledge of invasive species and their control mechanisms and restoration practices when hiring seasonal or full time staff. A basic level of knowledge concerning plant identification is required as well as experience using spray equipment, chain saws and other cutting tools.

### **What are the physical requirements of this job?**

It is strongly recommended that applicants be in good physical condition for this type of work. Hiking, lifting and working with tools often in extreme temperatures will occur on a daily basis.

### **Interns and Seasonal Employees Compensation**

First year interns will be paid \$12 per hour in 2018 and Seasonal positions pay up to \$16.50 per hour. This can be negotiated depending upon previous work experience. Interns and Seasonal Laborers work 40 hours per week. All travel and lodging expenses are covered by IPC. IPC will also provide long pants and uniform shirts, hats and safety equipment. The only safety equipment the team member is responsible for bringing is steel toed boots. Team members are responsible for their own food and drink. Return interns are paid \$13-\$16 per hour depending upon their positions and experience.

#### **Awards**

All interns that complete the internship with satisfactory marks will be awarded with a \$300 bonus at the end of the internship. Seasonal employees have the opportunity to make a \$600 bonus if they complete their term.

### **Full time Staff Compensation**

Full time staff are paid a salary based upon their level of experience in the field or with IPC. Salary starts at around \$30,000 and can go up to \$60,000 depending upon the position and experience.

### **What are the typical work hours?**

IPC works a typical 8-hour day. Start times are decided by the crew leader you are assigned to work with. Start times vary depending upon multiple factors including weather but the workday is usually 7am-4pm or 8am-5pm. Most weeks do not require working on weekends but there will be an occasion when this is required due to rain outs during the week or the need to complete a project while travelling. Average work weeks are 40 hours.

### **Are there any training or educational opportunities?**

IPC Team Members have the opportunity to attend conferences and workshops IPC hosts at different points throughout the year. Team members will also have the opportunity to train, study for and take the pesticide applicators exam in the applicable state or states they will be working. Training also includes safety and first aid, chainsaw and ATV training.

### **How do I apply for a position with IPC?**

Please send your resume and a cover letter to Steven Manning at [steve@ipc-inc.org](mailto:steve@ipc-inc.org). Once received we will contact you to set up a telephone interview. Please note that references are required. References can be from current or former professors or employers.

To Apply, Send Cover Letter and Resume to: **Steve Manning (steve@ipc-inc.org) 615-969-1309**

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