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JOB ANNOUNCEMENT

POSITION: RESTORATION CREW MEMBER

Location: Fort Collins, Colorado

Duration: Seasonal. 30-40 hours per week. Will consider 20 hours/week if days worked are the same each week.

Employment Period: March – November, 2023, with the possibility for extension into future years.

Compensation: \$16.00-\$18.50/hour, depending on experience. Review after 3 months. We promote from within to Crew Leader and Foreman positions depending on performance of the crew member.

Benefits: Travel time to project sites is paid. Sick, holiday, vacation and Simple IRA retirement plan based on length of employment. Bonuses paid based on company and employee performance.

Application Deadline: Early applicants receive priority for interviews. Position open until filled.

Conditions: AloTerra is a drug-free workplace. Candidates must undergo background check and be eligible to work legally in the United States.

TO APPLY

Please send a cover letter, resume, and three references (all as a single pdf or word doc) via email to: connor@aloterraservices.com. No phone calls please. Resumes must clearly demonstrate candidate's relevant skills and experience as they relate to the requirements described below.

POSITION OVERVIEW

AloTerra Restoration Services, LLC (AloTerra) is seeking dedicated restoration crew members to provide ecological restoration services for a wide range of projects (i.e., river and riparian restoration, wetland mitigation, upland restoration, erosion control, etc.) for a diverse range of Federal, State, and local clients primarily in Colorado. Our professional restoration crew offers a great opportunity to apply your natural resources skills towards the restoration of ecosystems throughout the Rocky Mountains, and to develop advanced restoration skills through a great variety of projects. This job requires daily physical labor in a fast-paced environment, including seeding, installing container stock, harvesting and installing willow cuttings, moving and placing rock, erosion control, building site protection fences, constructing bioengineering structures, and more. Ecological restoration is multi-disciplinary, attracting successful candidates from a variety of backgrounds. This position is expected to be at least 90% field based. When field work is not available, the employee will perform a variety of office and other support duties.

ORGANIZATIONAL BACKGROUND

Founded in 2014, AloTerra has built a strong reputation for ecological restoration design and design-build services across the Front Range of Colorado. AloTerra pursues projects and clients based on the potential to improve ecological function of highly disturbed systems. With this fundamental precept in mind, and stemming from our mission to *create ecological restoration solutions that maintain biologically diverse and highly functioning landscapes within the context of community needs*, AloTerra is fortunate to be involved with a variety of fascinating projects. Our staff and team members include restoration technicians, ecologists,

hydraulic and geomorphic engineers, landscape architects, and a variety of other specialists. Our small and growing staff also includes construction and maintenance crews, providing our clients with quality restoration projects. Because our restoration crews are an integral part of our growing and dynamic organization, each member is expected to perform professionally and show a dedication to quality work on every AloTerra project.

ALOTERRA CULTURE

Employees are attracted to AloTerra not simply for the great diversity of restoration work we design, build, and maintain, but for our culture and values. This is summarized by our staffs' dedication to quality, continual professional growth and learning, hard work, camaraderie, and many intangible values.

QUALIFICATIONS

The following qualifications should be *clearly* highlighted in your resume.

Required

- Very strong work ethic, energetic, flexible, professional, and self-directed;
- Dedication to quality of work in everything you do;
- Ability to work in a difficult, fast-paced outdoor settings performing moderate to hard physical labor for 8-10 hours/day to meet production targets and quality goals;
- Desire and ability to travel for work (primarily in the Front Range), including spending 2-4 days per week away from home;
- Ability to work in inclement weather (e.g., rain, snow, sleet, wind, excessive heat & cold) while keeping a positive attitude;
- Positive attitude, and proven ability to communicate well (written and orally) with a diversity of people;
- Ability to work very well as part of a team;
- Strong conservation values;
- Dedication to a safe and productive working environment; and
- Desire to work for a small and growing firm based in Fort Collins, Colorado.

Desired

- 1 plus years of experience in ecological restoration, botany, landscaping, natural resources work, or related field work.

EQUAL OPPORTUNITY EMPLOYER

AloTerra Restoration Services, LLC is an Equal Opportunity Employer and protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, creed, age, religion, sex (including pregnancy), sexual orientation, or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.