

CONSERVATION TECHNICIAN

Read the job description below and apply at lostrivercave.org/employment



Position Summary

The Conservation Technician will help carry out the next phase of Lost River Cave's natural resource conservation efforts. To date, invasive plant removal and native plant restoration efforts are yielding results in the upland prairie and karst valley mesic meadow. This position will continue to focus on those areas, grow relationships with key partners, volunteers, and plan for possible future restoration expansion.

Essential Duties and Responsibilities

- Carry out manual, mechanical, and chemical control methods of invasive plants
- Operate tractor, bush hog, side by side, chainsaw, weed eater, hedge trimmer, backpack sprayer, and any other needed equipment after being trained and approved to operate
- Evaluate and integrate plans from KDFWR, KDF, and past LRC Resource Management Plan
- Build on species inventories of flora and fauna
- Carry out conservation-based volunteer events
- Maintain existing partnerships and build new relationships with key partners which may include KDFWR, KDF, KNPS, WKU, regional universities, County Extension Office, volunteers, and others
- Coordinate with Maintenance Department on shared projects
- Occasionally support fundraising initiatives by participating in events with donors and prospective supporters
- Present occasional programming on invasive species, identification, and best management practices
- Maintain accurate, detailed records of work done, results, etc. Prepare reports accordingly.
- Maintain all regulatory record keeping in compliance with the UK Department of Agriculture
- Help maintain native plant demonstration garden and assist in native plant landscaping
- Participate in other duties as assigned which may include trail work, landscaping, special event support, & other
- Assist in coordinating program budget development
- Potentially coordinate conservation grazing
- Potentially research grant opportunities and write applications for funding on rainy days or when requested

Requirements/Qualifications

- Degree in ecology, natural resource management, biology, horticulture, related field or qualifying real-world experience
- Knowledge of invasive and native plant species of this region or willingness to gain that knowledge
- Excellent communication skills
- Ability to work project list independently
- Ability to do solo work on a daily basis
- Ability to work in variable weather conditions on difficult terrain
- Ability to perform physically demanding work including digging, lifting, bending, carrying a backpack sprayer for long periods of time, and other physical tasks

- Mechanical skills and ability to use equipment to maintain natural areas
- Willingness to obtain and maintain Herbicide Application Licenses: Category 2 (Forestry), Category 3 (Turf and Ornamental), and Category 6 (Right of Way) – acquiring & maintaining these licenses is required
- Willingness to participate in Kentucky Prescribed Fire Council Training, as assigned
- Experience with project management is a plus
- Organizational skills

Employment Details

Reports To: CEO & Executive Director of Philanthropy

Job Type: Full-time

Schedule: 40 hrs per week - some weekend (and infrequent evening) work required for volunteer events and park special events

Pay: - \$18/hr with a 90 day review and opportunity for increase based on performance

Benefits:

- **Health Insurance:** Following the employee's successful 90-day performance review, the employee may elect to enroll in the company's Health Insurance Program.
- **Dental and Vision Insurance:** Following the employee's successful 90-day performance review, the employee may elect to enroll in the company's dental and vision programs.
- **Retirement Plan:** After 12 months of employment, employees may elect to participate in the company's pre-tax Retirement Plan. The company will match employee contributions up to 3% of the employee's eligible compensation.
- **Paid Holidays:** The company observes the following paid holidays: New Year's Day, Memorial Day, Independence Day (July 4), Labor Day, Thanksgiving Day, and Christmas Day. Employees may be required to work on Memorial Day, Independence Day, or Labor Day as part of the team's holiday coverage schedule. If an employee is required to work on an observed paid holiday, equivalent paid flex time will be provided.
- **Paid Time Off (PTO):**
 - **Vacation:** Following the employee's successful 90-day performance review, the employee is eligible for paid vacation based on length of service:
 - First year of employment: 40 hours
 - Years 2–4 of employment: 80 hours per year
 - Beginning in Year 5: 120 hours per year
 - **Sick Time:** Following the employee's successful 90-day performance review, the employee is eligible for up to 40 hours of sick time per year. Sick time is intended to provide a safety net when an employee is unable to work due to illness, injury, medical care, or another qualifying health-related need.
- **Employee Discount:** Employee discount at the company gift shop.
- **National Caves Association Benefits:** Eligibility for a National Caves Association Employee Reciprocal Benefits Card.

Apply online:

- lostrivercave.org/job/conservation-technician/