



Field Technician

Position Type: Seasonal / Full Time / Hourly, Non-Exempt
Starting Salary Range: \$22 per hour
Benefits: Paid Time Off (PTO) and Paid Holidays

Overview

The Land Conservancy of San Luis Obispo County is a local, private, non-profit land trust working to safeguard and enhance farms, ranches, wild lands, and parks for the benefit of people and wildlife on the Central Coast. The organization strives to create a fun, inspiring and team-oriented work environment.

The **Field Technician** position is a seasonal, full-time position as a part of The Land Conservancy's 4-Person Field Crew that is an integral part of the on-the-ground implementation of restoration and stewardship projects. The Field Technician works under the daily direction of the Field Supervisor and the Restoration Program Manager, with frequent coordination with the Field Coordinator, Preserve Program Manager, and the Stewardship Director. The anticipated length of the Field Technician position is from **October 26th, 2026 through April 23rd, 2027**, but ending dates may be extended or subject to change depending on project needs and/or funding. In addition to paid holidays, there will be unpaid time off during the week of Thanksgiving (November 23rd through November 29th, 2026) and two weeks at the end of year (December 22nd through January 3rd, 2027).

Essential Duties of the Job

Invasive Plant Management (75%)

1. Restoration work performed in often strenuous, yet beautiful environments, including sand dunes, stream corridors, and steep-sloped ranchlands.
2. Removal of invasive plants utilizing herbicide delivered with a backpack or truck sprayer.
3. Manual removal of invasive plants utilizing hand tools, weed whackers and other power equipment.
4. Travel in sensitive environments with special attention to minimizing travel impacts.
5. Native and non-native plant identification.
6. Operation of vehicles and UTV/OHV, following guidelines and currently established procedures.
7. Follow organization procedures and protocols.
8. Provide information to Managers, Supervisors, and co-workers by telephone, in written form, e-mail or in-person.
9. Assist in herbicide reporting, field logs, and other data collection.

Stewardship (10%)

1. General land management tasks as required by Preserve Program Manager
2. Construction and repair of fences.
3. Vegetation management and erosion control measures.
4. Maintenance of trail system on the Pismo Preserve.
5. Other duties, as assigned

Native Plantings and Maintenance (10%)

1. Planting of native vegetation in restoration sites from seed or starts.
2. Maintenance of prior restoration sites.
3. Construction and maintenance of irrigation infrastructure.
4. Maintenance of installed native and ornamental landscape.
5. Propagation and care of native plants in nursery setting.
6. Other duties, as assigned

Facilities and Equipment Maintenance (5%)

1. Maintenance of The Land Conservancy's field facilities and public facilities at the Octagon Barn Center, The Pismo Preserve, and Kathleen's Canyon Overlook.
2. Basic Vehicle, Equipment and Tool Maintenance to ensure equipment is functioning in a safe manner to promote effective and efficient field operation.

Required Qualifications - Job Skills and Knowledge

1. A commitment to the mission of The Land Conservancy, which is to permanently protect and enhance lands having important scenic, agricultural, habitat and cultural values for the benefit of people and wildlife.
2. Willingness to work with and spray herbicide/chemicals on a regular basis.
3. Ability to read and understand warning labels and follow instructions on equipment, restrictions on the use of chemicals, and training documents related to the use of equipment and chemicals.
4. Experience with the use of hand tools such as shovels and hoes, and power tools such as drills and saws.
5. Experience with mechanical equipment – ability to safely start, run, and make minor repairs.
6. Experience in the area of plant installation, irrigation, and landscape maintenance.
7. Ability to safely drive 4-wheel drive trucks and OHV's on rough, narrow, steep, or sandy terrain.
8. Ability to walk 5 miles per day in the dune environment. This includes walking on soft ground and climbing steep sand dune hillsides with a backpack sprayer and/or other field equipment.
9. The ability to lift 35 lbs. repeatedly as part of daily activities.
10. Ability to manage one's susceptibility to allergies that could result from exposure to dust or pollen.
11. Final candidates must undergo a standard physical examination and provide proof of such to The Land Conservancy prior to being hired. Conditional employment offers will be based on successful completion of the pre-employment medical exam.

Required Qualifications - Work Ethic

1. Experience as part of a team working in a professional outdoor environment. Ability to adapt to challenging work environments as a team to perform tasks in an efficient and thorough manner. Motivates fellow crew members and encourages positive and productive work environment.
2. Respects the land and works to perform restoration work in the least invasive method possible.
3. Available on a regular basis for work and is regular in attendance for the full duration of the appointment. This position is 8 hours per day, 5 days per week. No weekend work is required.
4. Safety Conscious – prioritize safety of yourself, crewmembers and the public throughout projects. Reports safety hazards to supervisors immediately.
5. Work at a steady and consistent pace without the need for constant supervision.
6. Self-starting – takes initiative during projects.
7. Detail Oriented – methodical and observant of native and invasive plants.
8. Focused – ability to focus on the job at hand, with minimal distraction from phones.
9. Respect and care for tools and equipment used on a daily basis.

Preferred Qualifications

1. Knowledge of the native plants and animals of California and San Luis Obispo Area. Ability to learn and identify plants and record field observations in field log.
2. College degree in Biology, Natural Resources, Environmental Studies or related field. One year of relevant experience may be substituted for each year of required education.
3. Current CPR and First Aid, Wilderness First Aid or Wilderness First Responder.
4. Prior experience in carpentry, fence construction, and building maintenance.
5. Experience and knowledge of trail construction and maintenance.
6. Ability to safely drive vehicles with a manual transmission, trailers, and vehicles with limited visibility.

General Duties

1. Provide own transportation to The Land Conservancy's Field Office, which is located FIVE (5) miles south of San Luis Obispo and Office facilities in downtown San Luis Obispo.
2. Be mindful of personnel policies and procedures.
3. Be respectful and professional; avoid behavior that would interfere with the work of others.
4. Maintain a professional separation between work and personal activities.
5. Maintain positive attitude.
6. Take direction from supervisor; implement suggested changes in the job functions and procedures in a prompt and respectful manner.
7. Identify problems and suggests solutions.
8. Be conscious of safety hazards and report issues to supervisor immediately.
9. While Public contact is a minor part of the Field Technician position, it is important to extend a warm and friendly face to the public as a representative of The Land Conservancy.
10. Other duties as required by Manager or Supervisor.

Physical Job Requirements

To comply with the Americans with Disabilities Act of 1990 (ADA), which prohibits discrimination against qualified individuals on the basis of disability, it is necessary to specify the physical, mental and environmental conditions of the Essential Duties of the job.

"F" for frequently; "O" for occasionally; "N" for not at all.

Physical

On the job, the employee must:

- (F) Bend
- (F) Sit
- (F) Squat
- (F) Stand
- (F) Crawl
- (F) Walk
- (F) Climb
- (F) Push/Pull
- (F) Kneel
- (F) Handle objects (Manual dexterity)
- (F) Reach above shoulder level
- (F) Use fine finger movements
- (F) Walk in excess of five miles per day in a strenuous environment
- (O) Other: Operate power equipment

Must carry/lift loads of:

- (F) Light (up to 25lbs.)
- (F) Moderate (25-50lbs.)
- (O) Heavy (over 50lbs.)

Mental

On the job, the employee must be able to:

- (F) Read/comprehend
- (O) Write
- (F) Perform calculations
- (F) Communicate orally
- (F) Reason and analyze
- (O) Recognize and report safety issues
- (F) Differentiate between wanted and unwanted plant species

Environmental

On the job, the employee:

- (F) Is exposed to excessive noise
- (O) Is around moving machinery
- (F) Is exposed to marked changes in temperature and/or humidity
- (F) Is exposed to dust, fumes, gases
- (O) Drives motorized equipment
- (O) Works in confined quarters
- (F) Exposed to strenuous outdoor environments; cold, hot, windy, rainy.
- (F) Other: Works with chemicals including toxic glues and herbicides.

Field Technician

Date

Stewardship Director

Date