

Invasive Species Network

HWA Crew Member

POSITION SUMMARY

The HWA Crew Member works with the Invasive Species Specialist and other HWA Crew Member to implement the Michigan Invasive Species Grant Program, and the Forest Health Environmental Protection Agency subgrant, which funds the position. Primary responsibilities include working to survey forests and trees in 4 counties for invasive hemlock woolly adelgid (HWA), conduct delimitation surveys to prepare sites with active HWA infestations for summer treatments, and treat HWA on prepped sites. Other duties include creating and maintaining maps, working with private landowners, assisting with trainings, engaging volunteers, and other duties as needed.

COMPENSATION

The HWA Crew Member is a full-time position, for as long as grant funding lasts (current funding is through March 2026). Annualized salary is \$37,960 (FLSA-exempt). As a full-time salaried employee, the HWA Crew Member is entitled to the Northwest Michigan Invasive Species Network's benefit package, which includes medical insurance, paid time off, and other benefits as described in the Employee Handbook.

BACKGROUND INFORMATION

The Northwest Michigan Invasive Species Network (ISN) is a registered 501(c)3, and is a collaboration of over 60 highly motivated and respected organizations in the region. ISN's mission is to *protect, enhance, and promote northwest Michigan's natural communities through terrestrial invasive plant management and outreach*. Its service area includes Benzie, Grand Traverse, Leelanau, and Manistee Counties. More information can be found at HabitatMatters.org

Major ISN partners include: Benzie, Grand Traverse, Leelanau, and Manistee Conservation Districts; Leelanau Conservancy; Grand Traverse Regional Land Conservancy; Inland Seas Education Association; The Watershed Center Grand Traverse Bay; Sleeping Bear Dunes National Lakeshore; Huron-Manistee National Forest; Michigan Natural Features Inventory; Michigan Department of Natural Resources; Midwest Invasive Species Information Network; and several lake associations, local units of government, tribal governments, and private environmental groups.

PREFERRED START DATE

April 8th, or as soon as possible

REQUIRED KNOWLEDGE AND EXPERIENCE

Formal Education or Equivalent

- Bachelor's degree from an accredited college or university with excellent academic performance
- One year field experience in invasive species or forestry management preferred

Related Work Experience

- Experience in northern forest plant identification
- Background in natural resource management, preferably in invasive species identification
- Experience with pesticides, including safety, proper storage, mixing, and application preferred

Skills

- Ability to recognize and properly identify tree species and forest pests
- Michigan Commercial Pesticide Applicator Certificate (Categories Core, 2, 3A, and 6) preferred, OR ability and willingness to obtain certificate (required - cost covered by ISN)
- Must be able to work efficiently outdoors in varying conditions and terrain



- Able to deal with physically demanding work in inclement weather
- Must be able to navigate off-trail or in the backcountry, doing transects, using Field Maps
- Strong organizational skills
- Strong and proven team-player AND self-motivated worker
- Excellent verbal and written communication skills in the English language
- Proficient in use of Microsoft Office Suite
- Strong knowledge of plant identification and regional invasive species preferred
- Proficient knowledge of ArcMap/ArcOnline/Survey 123/Field Maps preferred
- Proficient knowledge of Garmin handheld GPS units preferred

Other

- Able to work flexible hours
- Must maintain a valid driver's license

WORKING CONDITIONS

The Northwest Michigan Invasive Species Network's office is located at 3334 Veterans Dr in Traverse City, MI. The Crew Member will frequently be in the field surveying and treating invasive hemlock woolly adelgid throughout Benzie, Grand Traverse, Leelanau, and Manistee counties. **Field work will involve traversing uneven, boggy, submerged, and snow-covered terrain in a wide range of temperatures and conditions**, and may require strenuous hikes, wearing snowshoes, and lifting equipment and materials of up to 40 pounds. Must have a willingness to travel within a four-county service area. While field equipment such as snowshoes will be supplied, the successful applicants must have consistent access to appropriate cold-weather and field clothing.

TO APPLY

Please email three references, completed application, 1-2 pg resume, and cover letter stating your suitability for the position based on required knowledge and skills to the Invasive Species Specialist, Zach Seguin, at zseguin@habitatmatters.org. The application can be found on the ISN website www.HabitatMatters.org/employment. No calls please. Applicants must be able to pass a background check to accept the position.

Position is open until filled.

This project is funded in part by the Michigan Department of Natural Resources and Mason-Lake Conservation District, under the terms of the Michigan Invasive Species Grant Program, as well as in part by the Environmental Protection Agency through the Michigan DNR.

The Northwest Michigan Invasive Species Network is an equal opportunity employer and does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, age, height, weight, familial status, marital status, disability, political affiliation, sexual orientation, marital status, military service, or other non-merit factor.