

608-767-3553

January 2023

Solar Vegetation Management Site Leader

Employment Type

Full-time seasonal (approximately May 1st – October 31st). Highly qualified and interested individuals may be eligible for year-round employment. We will be hiring 5 Solar Vegetation Management Site Leaders for the 2023 season. All work occurs Monday through Friday and generally totals 35-45 hours per week, but exact hours may be influenced by adverse weather conditions. Site Leaders may have some flexibility in setting their own work schedules.

About Quercus

Founded in 2003, Quercus Land Stewardship Services offers high-quality ecological restoration services throughout southern Wisconsin and beyond. We are committed to improving the ecological health of our lands and waters by offering services that strengthen the connections among local plant, animal, and human communities.

Quercus employs people with a strong work ethic who love the outdoors. If you value teamwork and collaboration, and continuously improving your skills and capabilities, you'll fit right in!

We are an Equal Employment Opportunity/Affirmative Action Employer. We value diversity in our workforce just as we value diversity on the land, for many of the same reasons. A range of cultural, ethnic, racial, and socioeconomic backgrounds gives us the variety of experiences and perspectives that make us stronger, more resilient, and better able to cope with the many challenges that come with doing our work. Women and people of color and diverse backgrounds are especially encouraged to apply.

Quercus takes pride in running a safe operation. Protecting the health and safety of our workers, our customers, and the community is our top priority.

About the Position

The Solar Vegetation Management Site Leader will be responsible for performing land stewardship work at solar fields and/or other energy company properties. Each Site Leader will be assigned to either utility-scale (large) or community-scale (small) sites for the duration of the season (May-October).

Work sites are located near the towns of:

Edgerton and Lone Rock (utility-scale) - 1 position available

Jefferson (utility-scale) - 1 position available

Wisconsin Rapids (utility-scale) - 2 positions available

Various locations in S Wisconsin, E Iowa, and NW Illinois (community-scale) - 1 position available

Site Leaders will be expected to work independently or as leader of a small crew. Utility-scale Site Leaders will report directly to their assigned site(s) most days in a personal vehicle. The community-scale Site Leader will report to one of the two Quercus offices most days, but will be expected to do occasional overnight trips as well. Quercus has offices located in Black Earth and DeForest, Wisconsin. All Site Leaders may occasionally be asked to report to either office for staff training, meetings, etc.

Solar field vegetation management activities include but are not limited to: the operation of commercial riding mowers, string trimmers, and herbicide spraying equipment among solar panels and along fences. Site leaders will have support from Solar Vegetation Management Specialists in completing these tasks, including operating and shuttling equipment as needed. Site Leaders will receive training in safe and proper use of herbicide application equipment, mowers, and power tools. They may have opportunities to receive training in ecological restoration concepts and native and invasive plant identification.

Specific Job Duties

Site Leaders will be responsible for ensuring the safety of themselves and their crew at all times. They will foster teamwork, cooperation, and professionalism among crew members. They will communicate effectively with clients, the general public, and other Quercus staff, and report issues as they arise. The majority of their time will be spent performing vegetation management tasks at solar field sites. We anticipate that their time will be divided roughly as follows:

60% - Mowing and String Trimming

Safely operate wide-area commercial mowing equipment among solar panels and in pollinator plantings
Perform string-trimming around solar equipment and along fences

25% - Herbicide Application

Accurately apply herbicides via riding equipment or backpack sprayer to control invasive species

- Mix herbicide solutions to proper concentrations
- Dispense herbicide mixtures to application equipment
- Clean herbicide containers and application equipment
- Document amounts of herbicides used

10% - Equipment and Administrative Tasks

Perform basic maintenance, troubleshooting, and repair of Quercus equipment
Track work progress, report issues and concerns to the Project Manager

5% - Meetings, Trainings, and Miscellaneous Tasks

Participate as part of the Quercus staff as assigned by supervisors

Job Requirements

Must be at least 18 years old
Have a valid driver's license and reliable transportation
Conversational English skills required
Ability to repeatedly lift up to 50 lbs / pull 75 lbs
Work safely at all times
Identify native and invasive prairie plants
Perform strenuous physical labor for extended periods
Work outdoors in all weather conditions including extreme heat, rain, full sun
Work in difficult environmental conditions including rough terrain, wet ground, brambles, and insects
Use maps and aerial photos, and portable GPS units, to determine location and work area boundaries
Maintain awareness of location and compass directions at work sites
Wear proper PPE as required for the job being performed at all times
Identify job hazards and be able to conduct safety briefings
Obtain daily job requirements from the Project Manager and communicate them to the crew
Develop and carry out a plan for completing tasks each day

Driftless Office
4681 County Road JJ
Black Earth WI 53515
office@quercus-ls.com

Drumlin Office
4640 Selje Road
DeForest WI 53532
www.quercuslandstewardship.com

608-767-3553

Adapt the job plan as necessary in response to changes in job conditions or other factors
Lead, support, and work alongside crew members as needed to complete tasks
Operate off-road vehicles including commercial riding mower, ATV, 4-wheel drive truck
Recognize equipment maintenance and repair needs, resolve or communicate to Project Manager

Certifications and Qualifications for the Position

Previous experience working independently and leading small crews is required
Previous experience operating and performing general maintenance of commercial mowers is preferred
Ability to operate large (non-CDL) vehicles with trailers is preferred
Prior certifications or ability to become certified within 30 days of hire:

- 10-hr OSHA training
- Certified Wisconsin Pesticide Applicator (6.0)
- Non-CDL DOT certification

*Quercus will pay for all necessary training and certificates

Compensation

Hourly Wage: \$18-20/hr based on previous experience and qualifications. This includes a \$2/hr wage premium for the specialty work being performed at energy sites.
Overtime paid over 40 hours in a week.

Solar Vegetation Management Site Leaders will receive the following benefits: (following a 30 day probationary period):

- Holiday Pay – 3 Holidays Paid (Independence Day, Labor Day, Indigenous People's Day)
- Vacation Paid Time Off – ~ 48 hours (prorated from start date) given as a lump sum following probationary period
- Professional Development Paid to obtain necessary certifications

Ability to increase wage based on additional certifications and longevity

Successful seasonal employees will be considered for full time permanent positions as they become available.

To apply, send [Application for Employment](#) form, brief letter of interest, and a resume to:
Kaley Lee, kaleylee@quercus-ls.com OR mail to 4681 County Road JJ, Black Earth, WI 53515