

Solar Vegetation Management Specialist

Employment Type

Full-Time seasonal (approximately May 15th – August 31st), exact start and end dates are flexible. We will be hiring 2-3 Solar Vegetation Management Specialists 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.

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 Specialist will be responsible for working alongside and in support of Solar Vegetation Management Site Leaders to complete work at solar fields and/or other energy company properties. Each Specialist will be assigned to either utility-scale (large) or community-scale (small) sites for the duration of the position (May-September).

Sites are located near the towns of:

Jefferson (utility-scale) - 1 position available

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

Various locations in S Wisconsin, E Iowa, and NW Illinois (community-scale) - 2 positions available

Specialists will be expected to work independently or as part of a small crew. Utility-scale Specialists will report directly to their assigned site most days in a personal vehicle. The community-scale Specialist 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 riding mowers, string trimmers, and herbicide spraying equipment among solar panels and along fences. Specialists will support Site Leaders in completing these tasks, including operating and shuttling equipment as needed. Specialists 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

Solar Specialists will be responsible for working as part of a small crew to complete vegetation management tasks at energy company sites. We anticipate that their time will be divided roughly as follows:

60% - Mowing and String Trimming

Safely operate zero-turn mowing equipment among solar panels and in pollinator plantings
Perform string-trimming around solar equipment and along fences

30% - 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% - 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

Hold 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 common 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

Work effectively, both independently and as part of a team

Operate off-road vehicles including zero-turn mower, ATV, 4-wheel drive truck

Communicate status of tasks to Sites Leaders and Project Manager

Certifications and Qualifications for the Position

Previous experience operating and performing general maintenance of riding 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 costs of necessary training and certificates for all employees working beyond their probationary period.

Compensation

Hourly Wage: \$16-18/hr based on previous experience and qualifications. This includes a \$2/hr wage increase for the specialty work being performed at energy sites.

Overtime is paid over 40 hours in a week.

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

- Holiday Pay – 1 Holiday Paid (Independence Day)
- Vacation Paid Time Off – ~ 32 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

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