



March 14, 2022

SM Soil and Water Solutions has an immediate opening for 1 entry-level full-time Environmental Restoration Field Technician/laborer. We will consider candidates with greater experience as well.

SM Soil and Water Solutions is a small, 4 employee, full-delivery, environmental restoration, and management business. We are based in the Upper Hominy Valley - 25 minutes from downtown Asheville North Carolina. We are seeking hardworking, honest, and personable individuals who have the passion, aptitude, and ability to help us implement environmental restoration and management projects in western North Carolina and the surrounding region. Candidates need to be fully vaccinated for Covid-19. Our clients include local land trusts, watershed organizations, a non-profit conservation cemetery, private landowners, larger restoration companies, local engineering firms, and local homeowners.:

Primary Types of Projects:

- Tree planting.
- Invasive plant management using an IPM approach which uses mechanical, chemical, and biological removal methods. o We apply herbicides using the safest and most environmentally sensitive methods and equipment with well-trained employees using personal and environmental protective equipment. We will train you to our higher than typical standard of care for this work.
- Stream enhancement and restoration
- Early successional, pollinator, and grassland habitat planning and management.
- Wetland restoration
- Forest restoration
- Native plant growing in small nursery setting
- Occasional residential stormwater management projects. This type of work is not within our environmental restoration focus however it is complementary to our hydrologic and bioengineering training and client needs.
- And whatever else is needed, which can sometimes be random in a small family-owned business. First and foremost, we are all Field Technicians, we all dig holes to plant trees, and we all crawl through briars to manage invasive plants.

Essential Duties and Abilities:

- Planting and transplanting of native plants including direct seeding, wetland and herbaceous plugs and all sizes of trees and shrubs.
- Working outside nearly every day and occasionally during inclement weather conditions including heat, sun, rain and cold.
- Occasional hiking off trail through weeds, brambles, and poison ivy
- Ability to navigate to and around a jobsite using GPS and aerial photos
- Non-native, invasive plant identification (or ability to learn quickly)

- Driver's license and safe driving record
- Ability to work solo for extended periods and in small teams

We would consider candidates with the following advanced abilities as well:

- Pesticide Applicator License
- GNSS coordinate collection
- Native plant identification
- Experience, or at least comfortable to learn, operating heavy equipment such as a mini excavator, skid loader, tractor with front-end loader and attachments.
- Experience preparing Invasive Plant Management Plans.
- Experience towing and backing up trailers.
- Some mechanical aptitude to help maintain equipment and troubleshoot in the field.
- Knowledge and experience planning projects within our scope of work.
- Knowledge and experience implementing projects within our scope of work.
- Knowledge and experience in directing and supervising a small field crew during implementation of projects.

SM Soil and Water Solutions is an equal opportunity employer who respects everyone. We do not discriminate in hiring or promoting employees by reason of race, national origin, religion, gender, or other grounds prohibited by federal or state law.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying the position. Employees will be required to perform any other job-related duties assigned by their supervisor.

Starting Pay

- \$15.00 to \$20.00/hour depending on knowledge, skills, and experience

Benefits:

- Paid Holidays
- Paid Personal/Vacation/Sick Time
- Simple IRA with up to a 3% employer match
- Direct Deposit
- Training and Conference Budget
- Some beautiful jobsites
- We want to grow with, and will invest in, qualified employees

To Apply:

Send cover letter and resume to Shaun Moore at Shaun@smsoilandwater.com. The position is opened until filled.