



Mid Klamath Watershed Council

P.O. Box 409, Orleans, CA 95556
P.O. Box 50, Happy Camp, CA 96039
Tel: (530) 627-3202
www.mkwc.org
mail@mkwc.org

Job Announcement: Plants Field Intern (age 18-24)

Dates: May 20 - August 16 (start and end dates can be flexible)

The Mid Klamath Watershed Council (MKWC) Plants Program invites applicants for a seasonal, entry-level, Plants intern position. MKWC will hire interns to assist the organization during the summer months in the Plants program, and participate in additional skills development opportunities. Interns will work Tuesday-Friday (4 days per week), 8 hours per day, 32 hours/week. Interns will work out of Orleans and Happy Camp areas. This is a non-supervisory position.

Plants Field Interns will work with the Plants Field Crew to:

- Identify and remove non-native invasive plant species
- Survey wildfire areas for non-native invasive plants
- Track treatment efforts
- Maintain equipment
- Maintain compliance with MKWC policies and procedures
- Other tasks as assigned, which may include collection of native plant seeds and riparian habitat restoration

Desired Qualifications:

- An interest in gaining more experience in the natural resources, with a preference for applicants interested in pursuing careers in botany
- Relevant coursework
- Reliable and punctual

Compensation: Entry-level range is \$17.50-\$18.51/hr; if applicant has relevant coursework but limited field experience range is \$18.66-\$19.74; if applicant has relevant coursework and relevant field experience range may go up to \$21.52. Benefits include: Paid Holidays, Paid Sick Leave, Air Ambulance Insurance.

The Mid Klamath Watershed Council is an equal opportunity provider. Funding for this position comes from a grant from the National Fish and Wildlife Foundation. This funding specifically pays for the hiring of college-age interns (ages 18-24).

Please submit a [MKWC application](http://www.mkwc.org/get-involved/employment) (www.mkwc.org/get-involved/employment) to employment@mkwc.org, MKWC's mailing address (listed in letterhead), or drop off at the MKWC office in Orleans. Contact youth-programs@mkwc.org or call (530) 627-3202 x 1001 for more information.

Applications due April 26, 2024.

Physical Requirements:

- Ability to maintain regular, punctual attendance consistent with ADA, FMLA, and other federal, state and local standards
 - Must be able to convey and receive spoken instructions to communicate in person, before groups and over the telephone, often over other sounds (ie moving water, machinery, etc.)
 - Bending, lifting, and carrying. Must be able to lift and carry up to: 50 lbs
 - Ability to walk over rugged, uneven terrain and steep slopes
 - Ability to maintain balance to prevent falling in slippery, erratically moving surfaces
 - Ability to hike up to: 5 miles in a day
 - Ability to swim in moving water
 - May work in extreme heat (over 100 degrees F) and smoky conditions
- Office (primarily):
- Must possess mobility to work in a standard office setting and use standard office equipment (ie computer)
 - Vision to read printed materials and a computer screen
 - Finger dexterity to access, enter, and retrieve data using a computer keyboard, typewriter keyboard or calculator and to operate standard office equipment
 - Must be able to convey and receive spoken instructions to communicate in person, before groups and over the telephone
 - Must be able to convey and receive written communications
 - Occasional bending, stopping, kneeling, reaching, pushing, and pulling materials and objects necessary to perform job functions
 - Standing in work areas and walking between work areas.
- X Ability to safely and successfully perform the essential job functions with the Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), and other federal, state, and local standards, including meeting the qualitative and/or quantitative productivity standards
- Reasonable accommodations may be made if people cannot meet some physical requirements.

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March 21, 2024

JOB DESCRIPTION

Employee:

Job Title: Plants Field Interns

Program: Plants

Work Location: Orleans or Happy Camp

Hybrid Remote Option: Yes No

Employee Classification:

Seasonal (≤ 120 days of work/year)

Seasonal

- Working 120 days per year or less (days do not need to be consecutive)
- Paid holidays at eight hours per holiday. Not eligible for paid holidays if on leave or furlough (e.g. paternity, FMLA).
- Air Ambulance Insurance after 30 (calendar) days of employment.

Supervisory? Yes No

Reports to: Plants Crew Leader

Responsibilities

1. Coordination
 - Submit weekly timecards. Include brief description of work, such as task and location.
 - Maintain compliance with all company policies and procedures.
2. Invasive Plant Identification and Removal
 - Recognize priority invasive plant species. Reference priority list and use identification resources.
 - Use ESRI FieldMaps to map and describe new and existing invasive plant sites and treatment.
 - Remove invasive plants using methods appropriate to season, species and place.
 - i. Primary method is manually removing plant with root by gloved hand, digging bar, pick mattock, or weed wrench/pullerbar.
 1. Hand pull for small annual or biennial plant.
 2. Digging bar for taprooted plant.

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3. Pick mattock for plant with a large, wide, root crown.
4. Weed wrench for shrubs or trees.
 - ii. Mulch with weed cloth or other material.
 - iii. Scrape with McCloud followed by mulch.
 - iv. Repeated mowing with weed whacker.
- Remove invasive plants at seasonally appropriate time. Remove at time of flowering and before seed maturity. If seeds are mature bag and dispose of seeds.
- Dispose of bagged weeds seeds by burn pile. Seeds are stored through the summer to be burned in fall or spring. If burning is not a viable option, transfer to landfill.
3. **Native Seed Collection, Cleaning and Storage**
 - Hand collect ripe native plant seeds at predetermined locations.
 - Clean and store seeds under the guidance of the crew leader.
4. **Project Tracking**
 - Track treatment effort (# plants, # acres, location...) using site form.
 - Document work with photos and GPS.
 - Input data and photos to MKWC server.
 - Track seed collection and storage.
5. **Equipment Maintenance**
 - Clean tools daily. Ensure that no mud or weed seeds are clinging to tools.
 - Clean the MKWC vehicle weekly. More frequently if necessary to prevent spread of weeds or pathogens.
 - Sharpen and maintain weed wrenches, mattocks, clippers as necessary.
 - Keep inventory of tools. Report any tool losses or needs to program director.
6. **Safety**
 - Maintain safety of self and coworkers (stay hydrated, use sunscreen, situational awareness around poison oak, ticks, swift water).
 - Wear appropriate clothing for the task (long pants, long sleeves, sunhat, boots, raingear).
 - Wear appropriate personal protective equipment (PPE)
 - Take meals and rests in compliance with MKWC's Meal and Rest Period Policy
7. **Other duties as assigned by supervisor**
 - May include trainings, special events, presentations, etc.

Physical Requirements Please check all that apply:

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Other:

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