Fence Maintenance Crew Leader
Temporary Hourly
Pohakuloa Training Area, Hawaii

POSITION
A nine month, Fence Maintenance Crew Leader (Temporary Hourly) position is available with the Center for Environmental Management of Military Lands (CEMML). This position is located at Pohakuloa Training Area, Hawaii.

ORGANIZATION
The Center for Environmental Management of Military Lands is a research, education and service unit within the Warner College of Natural Resources at Colorado State University (CSU). CEMML applies the latest and most appropriate science to promote the sustainable management of natural and cultural resources on Department of Defense (DOD) and other public lands. We provide technical support, conduct applied research, and offer career development and learning opportunities to support resource stewardship. We collaborate with our sponsors and within CSU to resolve complex environmental issues, leaving a legacy of science-based decisions that sustain our resources for future generations.

To learn more about CEMML’s contributions to land management, our mission, vision, and values, visit http://www.cemml.colostate.edu/.

LOCATION
Pohakuloa Training Area (PTA) is located on the Island of Hawaii. PTA is a 132,193 acre Army training facility located at 2,500 – 8,000 feet elevation in the saddle region between Mauna Kea and Mauna Loa volcanoes. PTA provides year-round training for the 25th Infantry Division Light and 3rd Marine Regiment, as well as other US services and foreign allies.

RESPONSIBILITIES
The Fence Maintenance Crew Leader is responsible for maintaining the integrity of fourteen conservation fence units designed to protect federally listed plants and animals and their habitat. Under the direction of the Threat Management Section Leader, the Fence Maintenance Crew Leader will ensure that the Fence Maintenance Project achieves its primary goals:

Goal 1: Inspect and maintain all Natural Resource Office (NRO) fences to ensure fence lines are ungulate-proof and structurally intact.
Goal 2: Inspect and maintain vehicle and people gates including the locking mechanisms incorporated on each gate.
Goal 3: Perform immediate fence and gate inspections and repair if catastrophic events occur.
Goal 4: Inspect barbed wire security fences at PTA quarterly.

The Fence Maintenance Crew Leader provides field operation direction and support to the fence maintenance crew. Primary duties include inspecting, maintaining and repairing fence lines, vehicle gates, and people gates, directing logistical field operations of a 2-4 person crew, performing vegetation control along fence line corridors, and generating reports for the fence maintenance project. The Fence Maintenance Crew Leader will coordinate daily activities of the fence maintenance crew technicians, ensure that the daily goals and objectives assigned by the Threat Management Section Leader are followed and
completed. The Fence Maintenance Crew Leader will keep accurate records of pesticides applied during vegetation control, use power tools and hand tools to perform fence repair and vegetation control, document field data using maps and GPS technology, prepare monthly and quarterly progress reports using Microsoft Suite and customized databases, and make procurement recommendations to achieve program objectives. The Fence Maintenance Crew Leader must have a current State driver’s license and must obtain a State of Hawaii Commercial Pesticide Applicator’s license within 90 days of employment. The crew leader must be able to operate a 4-wheel-drive vehicle safely and effectively and must maintain a safe driving record. The Fence Maintenance Crew Leader will professionally represent the NRO wildlife program when interacting with all CEMML employees, Army personnel, public and contractors. In addition the Fence Maintenance Crew Leader is responsible for the following tasks:

Maintain integrity of conservation fence units:

1. Assist Wildlife Threat Management Section Leader with strategic work plans for field crews to meet established inspection and maintenance timelines.
2. Assist Wildlife Threat Management Section Leader with daily, monthly, and quarterly work task schedules.
3. Inspect, maintain, and repair conservation fences and gates according to work plans.
4. Record data related to daily field activities. Enter data into appropriate databases.
5. Execute maintenance and repairs to fence lines and gates in a timely manner to prevent ungulate ingress into conservation fence units.
6. Inspect fence lines with security barbed wire for Hawaiian hoary bat entanglements quarterly.
7. Assist Wildlife Threat Management Section Leader with preparing quarterly and annual reports.

Vegetation Control:

1. Assist Wildlife Threat Management Section Leader with strategic work plans for vegetation control along fences.
2. Control vegetation along fence line corridors using gas power tools (ie: weed trimmers, chainsaws), hand clearing, and pesticide application.
3. Record and submit pesticide use to PTA NRO Environmental Compliance Officer (ECO).

Project Coordination:

1. Maintain an inventory of supplies and equipment for the fence maintenance project.
2. Coordinate with the Wildlife Threat Management Section Leader to generate procurement requests.
3. Train and motivate new and current fence technicians to complete Fence Maintenance Crew objectives as directed by the Wildlife Threat Management Section Leader.
4. Participate in work related trainings and meetings with other program leaders and managers to discuss approved related topics that will advance the Fence Maintenance Project.
5. Assist additional NRO programs with new fence construction, vegetation control, and surveys.
6. Coordinate fence project vehicles in accordance with the Wildlife Program standards.

PHYSICAL REQUIREMENTS
The Fence Maintenance Crew Leader should expect to spend 80-90% of their time working outdoors at high elevations, performing tasks over rough terrain and in adverse weather conditions.

MINIMUM QUALIFICATIONS
- Experience supervising and directing others in a work environment.
- Experience in ungulate exclusion-fence construction (4 foot and 6 foot hog wire fence).
- Skills in small engine and power tool usage and repairs.
- Experience in installing vehicle and people gates.
- Experience in welding and fence fabrication.
- Excellent written and verbal communication skills.
- Demonstrated ability to direct others effectively in a team setting.
- Skills in field navigation using maps and Global Positioning Systems (GPS).
• Demonstrated ability to hike for 6-8 hours while carrying field back pack at least 50 lbs.
• Experience applying and mixing pesticides.
• Current state driver's license.
• Promotes a safe, positive, and inclusive working environment.
• Ability to multitask and solve problems efficiently.

**DESIRABLE QUALIFICATIONS**

• Experience working with ungulate exclusion-fence construction on rough lava terrain.
• AA/BS/BA in natural resource management or related applied science.
• Experience with computers and software including Microsoft Office Suite.
• Possess a State of Hawaii Commercial Pesticide Applicator's license.
• Experience with Geographic Information Systems (GIS).
• Experience in writing technical reports.
• Knowledge of off-road driving skills, field gear, and equipment required to work in a high altitude, rough terrain environment.
• Basic Aviation Safety/ Sling Load Certification.
• Minimum of two years experience working with plant species found in Hawaii.

**DURATION OF POSITION**
Position will not exceed 9 months.

**BACKGROUND CHECK**
Colorado State University is committed to providing a safe and productive learning and living community. To achieve that goal, we conduct background investigations for all final candidates being considered for employment. Background checks may include, but are not limited to, criminal history, national sex offender search and motor vehicle history.

**PAY RATE**
Pay rate is $19.26 per hour. Continuation of the position is dependent on the receipt of funding from the sponsor for PTA-Natural Resource Office efforts at Pohakuloa Training Area.

**APPLICATION**
Positions are open until filled. Applications will be reviewed and select candidates interviewed as received. Prospective candidates should send materials consisting of:

1. Cover letter noting the position and responses to each of the qualifications
2. Curriculum vitae
3. Name, title, and daytime phone number for three references (including one current or former Supervisor)

Documents should be packaged as Word or PDF files that do NOT contain sensitive personal information (i.e., social security numbers and birthdates). Applications not meeting these requirements will be removed.

**Send applications and for more information contact:**
Rogelio  E Doratt
redoratt@rams.colostate.edu
808-345-0547

Colorado State University does not discriminate on the basis of race, age, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce, and complies with all federal and Colorado state laws,
regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.

Reflecting departmental and institutional values, candidates are expected to have the ability to advance the Department's commitment to diversity and inclusion.

See a complete listing of open CEMML positions at http://www.cemml.colostate.edu.