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## Position Announcement: **Watershed Conservation Field Technician Crew Leader**

### **About the Alliance:**

The Alliance for the Chesapeake Bay (Alliance) is a regional nonprofit organization whose vision is clean streams and rivers flowing through resilient landscapes, cared for by the people who live, work, and play in the Chesapeake Bay watershed; and whose mission is to bring together communities, companies, and conservationists to improve our lands and waters. The Alliance was founded in 1971 and has offices in Annapolis, MD, Lancaster, PA, Washington, D.C., and Richmond, VA.

### **Job Description:**

This position will work on the Alliance's Forests Team on a wide range of reforestation, biological monitoring, and outreach projects in Pennsylvania. It will involve extensive fieldwork and outreach including: planting, monitoring, and maintaining tree planting projects; performing biological surveys on birds, insects, and plants; meeting with landowners; and training and overseeing volunteers. The Crew Leader will oversee up to 5 Watershed Conservation Field Technicians in the field and have some additional related administrative responsibilities. Candidates can expect a fast-paced work environment and a roughly 90/10 fieldwork/office work ratio, so field savviness is essential. The position requires strong organizational and time management skills, careful attention to detail, and the ability to form strong relationships and work collaboratively with a variety of audiences.

### **Specific Duties of this Position:**

- Assist with tree planting projects in the field, including planting, maintenance, and monitoring
- Assist with biological surveys for aquatic and terrestrial insects, birds, and plants on restoration sites
- Assist with water quality monitoring on restoration sites
- Assist with reforestation logistics, planting supply organization, and tool upkeep
- Oversee up to 5 Watershed Conservation Field Technicians in the field
- Coordinate and train volunteers (in large groups and individually) on project sites
- Assist with outreach efforts through writing articles and other mechanisms
- Participate in workgroups, collaboratives, and partnerships with other conservation organizations
- Assist with project administration

### **Minimum Qualifications & Experience:**

- Bachelor's degree in forestry, wildlife biology, natural resources management, biology, environmental science, or a relevant field; or 1+ year relevant professional experience related to the tasks of this position.
- Plant identification experience, preferably native and invasive plants of the mid-Atlantic.
- Ability to work outside, sometimes independently or with harsh conditions and long days, and occasional weekend work.

- Experience leading a crew of field technicians or similar oversight experience.
- Ability to lift and carry 50 pounds of weight over uneven terrain
- Quick learner, well-organized, possess strong attention to detail, and excellent time management skills.

The Alliance for the Chesapeake Bay offers a family friendly, flexible work environment. We are committed to building a diverse team and strongly encourage candidates from all backgrounds to apply. If you meet at least 75% of the qualifications of this description, we encourage you to submit an application.

**Supervision:** The Watershed Conservation Field Technician Crew Leader will report directly to the Forests Projects Coordinator.

**Hours and Location:** The Watershed Conservation Field Technician Crew Leader will be based at the Alliance's Lancaster, Pennsylvania office. Some evening and weekend work may be required, especially during spring and fall planting seasons. Travel throughout the Chesapeake Bay watershed is needed at times with most travel consisting between 30 minutes-2 hours from the office. The position advertised is full-time (40 hours per week). Successful applicants must agree to reside within one hour of the Lancaster office, located at 841 Flory Mill Rd, Lancaster PA 17601.

**Term of Employment:** February 17, 2026 (start date mutually agreed upon between Alliance and successful candidate) through December 15, 2026. While this specific role does not automatically renew, the successful Crew Leader is welcome to apply for any future open positions within the Alliance, including any subsequent Crew Leader role, for which they are qualified.

**Wages and Benefits:** This is a temporary position, salaried, at 40 hours per week. Total compensation for the 10-month term will be \$38,500 - \$43,800, commensurate with experience. Should the term differ from the posted 10-month period, compensation is adjusted accordingly. Benefits include 60 hours paid vacation leave, 72 hours paid sick leave, and paid holidays (9 during term period). Health, dental, and vision insurance coverage is also available.

**Application:** Please email your application (reference your last name and "The Watershed Conservation Field Technician Crew Leader" in the subject line) to [careers@allianceforthebay.org](mailto:careers@allianceforthebay.org) no later than **Sunday, January 11, 2026**, including: your résumé, a list of 2 professional references, and brief (up to one paragraph) answers to the following questions:

- 1) What is your experience in planting vegetation, especially trees?
- 2) Describe how you would lead a field crew to ensure both quality of work and staff well-being.
- 3) How do you stay motivated while doing fieldwork, especially in harsh or uncomfortable environmental conditions?