

Grand Traverse Regional Land Conservancy

Position Title: Stewardship Field Crew Leader
Position Status: Non-Exempt; Full-Time; Hourly; Seasonal (Up to 16 weeks)
Seasonal Term: April 27, 2026 – August 14, 2026 (start date flexible)
Date: February 2, 2026
Supervisor: Director of Stewardship, Invasive Species Specialist
Wage: \$21/hr

Position Objective: The Stewardship Field Crew Leader will work with Grand Traverse Regional Land Conservancy (GTRLC) staff and volunteers to implement site maintenance and habitat management of an extensive system of nature preserves and sanctuaries located across a five-county service area in northern Michigan. The position will primarily involve invasive species control, sign management, as well as trail and infrastructure maintenance and construction. The Crew Leader will be responsible for leading and instructing a 5 member crew to implement GTRLC's preserve management goals for the 2026 field season. There will also be opportunities to attend training events to gain a broader understanding of natural resources management.

Housing Available: GTRLC has co-ed housing available for seasonal staff on its Torch River Ridge Nature Preserve. This property is located at the southern end of Torch Lake and is approximately twenty-five miles from the main office. GTRLC charges a modest fee of \$200/month including all utilities and internet service.

Essential Duties and Responsibilities*:

Ecological Restoration – 50%

- Lead crew members in invasive vegetation control (mechanical/chemical) on nature preserves, sanctuaries, and community assist properties under the management of GTRLC stewardship staff
- Utilize GIS applications to collect and manage invasive species data
- Assist in the cultivation of native plants used for restoration in GTRLC's native plant greenhouse
- Participate in invasive species and restoration workdays alongside volunteers

Preserve Maintenance – 40%

- Lead crew members during maintenance and installation or preserve infrastructure such as kiosks, gates, signs, fences, boardwalks, and benches
- Utilize GIS applications to collect and manage preserve data
- Perform trail maintenance using various hand-held tools of both mechanical and powered nature
- Respond to emerging issues on GTRLC properties in a timely manner

Team Duties – 5%

- Participate in Stewardship Team discussions as needed
- Interact with visitors positively, with patience, great customer service, and to be prepared to answer a wide range of questions

Maintain Shop, Field Equipment, and Tools – 5%

- Conduct maintenance to ensure the safety and longevity of GTRLC's tools and equipment

Supervisory Responsibilities: This position supervises seasonal stewardship Crew Members and may occasionally supervise volunteers and contractors. The Crew Leader will work closely with stewardship staff to determine weekly work plans for the crew.

Work Environment: Hours are typically 7:00am – 5:00pm, Monday -Thursday. Weekend or evening work during special events may be requested.

Physical Factors: The ability to work both indoors and outdoors, to carry necessary equipment and supplies, and occasionally work long hours in rough terrain and possibly inclement weather.

Training, Education, and Experience:

- Seeking or obtained B.S./B.A. in biological or earth sciences, natural resources, forestry, or a related field preferred
- Previous field experience with invasive species management, trail building, and/or infrastructure maintenance

Minimum Qualifications (Knowledge, Skills, and Abilities):

- Excellent verbal communication skills
- Experience in leadership role
- Demonstrated ability to self-motivate and be able to accomplish daily tasks without direct supervision while communicating regularly with supervisor
- Excellent problem-solving skills
- Ability to maintain a positive, professional, and courteous attitude
- Ability to work as part of a team
- Willingness and ability to work long hours in strenuous outdoor conditions
- Valid Driver's License and reliable transportation

Desired:

- Field experience and familiarity with Michigan flora and fauna
- Experience working with/leading volunteers
- Knowledge of northern ecological principles
- Computer literacy, knowledge of GIS and field mapping
- Experience towing/backing up trailers
- Light construction/power tools experience
- Chainsaw certification/training/experience
- Herbicide Applicators Certification/experience applying herbicide
- Trailbuilding/handtool experience
- Ability to traverse and navigate different types of terrain in Northern Michigan

**Will be required to perform other duties as requested, directed, or assigned*

Position is subject to a background check

Please Send Resume and Cover Letter to Karry Borolo kborolo@gtrlc.org
Resumes, including Cover Letters will be received until
Friday, February 20, 2026, at 5:00pm EST