**Weeds Superintendent/Vegetation Management Specialist**

**FLSA Designation:** Nonexempt
**Pay Grade:** 7

This position oversees the County’s Weed Control Program.  Directs and oversees seasonal staff and/or contractors in weed control implementation; inspecting, documenting and mapping noxious weed infestations and treatment data; developing restoration seeding/management plans; participating in regional Cooperative Weed Management Programs and training; and organizes and executes public outreach efforts related to invasive species and collaborates with all County departments on vegetation management plans and programs. This position is given discretion and independence to develop, monitor and accomplish the goals and objectives of the job under the direction of the Public Works Director.

### Essential Functions

* Develops, updates and implements a multi-year, countywide Weed Control Plan;
* Directs noxious weed control for roadsides and county properties;
* Directs and oversees seasonal staff and/or contractors in weed control implementation; inspecting, documenting and mapping noxious weed infestations and treatment data; develops restoration seeding/management plans; participates in regional Cooperative Weed Management Programs and training; and organizes and executes public outreach efforts related to invasive species; and, collaborates with all County departments on vegetation management plans and programs.
* Directs enforcement of the state noxious weed law on private land;
* Participates in regional cooperative weed management programs and training;
* Conducts annual weed workshops for weed management technicians and private landowners;
* Coordinates with cities and the state on roadside weed control efforts;
* Educates staff and the public on weed control issues via website, workshops, presentations, brochures and other marketing materials;
* Writes grants to assist with the County’s weed control and vegetation management programs;
* Oversees State of Idaho and National Association of Invasive Species Management Association Weed Free Forage and Gravel certifications in the County;
* Develops and implements initiatives for preventing aquatic invasive species from entering waterways in Teton County;
* Responds to and resolves complaints from citizens regarding weeds and other vegetation management issues in the county;
* Assists private landowners in compliance with State Statute regarding noxious weeds;
* Assists private landowners in compliance with open space, riparian buffer and wildlife weed control and vegetation management as required by the Teton County Land Use Code;
* Works with other County departments on vegetation management plans and programs;
* Works with willing landowners on voluntary vegetation management and restoration plans, and wildlife habitat enhancements, including restoration seeding plans;
* Conducts site visits to private properties to discuss land management issues and develop site-specific vegetation management plans;
* Works with County departments on natural resource issues;
* Performs project and time management and scheduling functions, meet deadlines, and set project priorities;
* Assists in the preparation and presentation of reports to the Planning and Zoning Commission and/or BOCC meetings related to weed control and vegetation management, as needed;
* Orders and maintains proper storage and use of chemicals for weed control;
* Provides year-round right-of-way and County property vegetation maintenance and management;
* Assists with maintenance of public access points to National Forest land, BLM land, rivers and streams; coordinates with state and federal agencies and local organizations to effectively manage public access points at the Teton River and Caribou-Targhee National Forest;
* Performs all work duties and activities in accordance with County policies, procedures, and safety practices;
* Performs other duties as assigned. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this position at any time.

### Requirements

Knowledge of:

* Native plant communities of Teton Valley and management and restoration of those areas;
* Noxious weed identification and effective noxious weed management;
* Weed control chemicals and their effectiveness;
* Laws and regulations regarding the distribution and application of herbicides;
* Wildlife and bird species of Teton Valley and the management and restoration of their habitat;
* Riparian and wetland ecology and management and restoration of the habitat;
* Laws governing agriculture and the “Right to Farm” in Teton Valley;
* Public lands management and associated laws governing the US Forest Service and BLM;
* Teton County Land Use Code as related to natural resources and open space management;
* Project and time management processes and techniques;
* Effective teaching/instructing skills;
* Effective public relations skills;
* Recordkeeping and document management.

Ability to:

* Read, interpret, explain and apply laws, resolutions, ordinances, codes, and contracts related to weed abatement;
* Utilize GPS/GIS mapping and data analysis techniques;
* Prepare educational and marketing materials;
* Educate the public on sensitive issues involving weed control enforcement, natural resource protections and private property rights;
* Read and interpret scientific studies, natural resource reports and technical scientific information;
* Create and implement monitoring plans for county-managed open space;
* Read, interpret and effectively apply laws, resolutions, ordinances, codes and contracts;
* Maintain details and accurate computerized and hard copy files;
* Work independently and handle a variety of public interactions or situations with tact and diplomacy;
* Communicate effectively, both orally and in writing;
* Maintain effective working relationships with other County employees, supervisory personnel, state and local elected officials and the public;
* Prepare accurate and reliable reports, and maintain required files and documentation;
* Supervise and monitor the work of employees and/or contractors, determine priorities and make work assignments; follow-up to ensure desired results; and document actions;
* Respond courteously to customer inquiries, which are sometimes controversial or adversarial;
* Maintain a professional demeanor during stressful situations;
* Operate standard office equipment and a personal computer including program applications appropriate to assigned duties;
* Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
* Maintain individual and transaction confidentiality;
* Drive a vehicle while towing a trailer;
* Work in a field environment with exposure to weather conditions; travel in all types of terrain; use hazardous chemicals; and drive motorized vehicles, including all-terrain vehicles.

### Acceptable Experience and Training

* Bachelor’s degree in related field (Weed Science, Biology, Botany, Agriculture, Range Management, Natural Resources) is required with a Master’s Degree preferred; and
* Experience conducting original research with a firm understanding of how to design a scientifically sound study and collect and analyze data; and
* Ability to obtain a Professional Applicator’s License in appropriate categories within six (6) months of employment; having a current license is preferred; or
* Any equivalent combination of experience and training that provides the knowledge and abilities necessary to perform the duties of this job.

### Licenses and Other Requirements

### Working Conditions and Physical Efforts

* Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to understand verbal instructions and to communicate effectively on the telephone and in person;
* Sufficient visual acuity, with or without reasonable accommodation, which permits the employee to read and comprehend written work instructions, technical manuals, scientific reports and other documents; prepare, read, organize and maintain accurate files; and to identify plant species;
* Sufficient manual dexterity, with or without reasonable accommodation, which permits the employee to operate motorized vehicles, weed spray equipment and office equipment;
* Sufficient personal mobility, flexibility, and balance, with or without reasonable accommodation, which permits the employee to lift or move up to 50 lbs. and conduct site visits accessing various terrain on and off trails in all weather conditions, including access that may include all-terrain vehicles;
* Jobs in this class require performing repetitive hand movement in gripping, fingering, and hand/wrist/arm movements. Related job tasks may require walking, standing, sitting, lifting, stooping, squatting, kneeling, bending, crouching, pushing, grasping, and reaching;
* The physical effort characteristics and working environment described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### Job Announcement

**THIS IS TETON COUNTY**

Beautiful mountains, a close-knit community, and a workplace that cares individually about you are just a few of the advantages of forwarding your career at Teton County.  In fact, our Vision is "Cultivating Community to Enrich Lives." So, if you would like to be part of a group of people who care about this Vision, and you want to positively impact a community and its people, please keep reading!

**WHO WE ARE LOOKING FOR**

Can you spot a weed from a mile away? Do you like to be outside? Do you like to give nature a hand by eliminating noxious weeds and replacing them with a beautiful alternative? Then, we want to talk to you!

Here are experiences and skills we are looking for:

* Bachelor’s degree in related field (Weed Science, Biology, Botany, Agriculture, Range Management, Natural Resources) is preferred; and
* Experience conducting original research with a firm understanding of how to design a scientifically sound study and collect and analyze data is preferred; and
* Ability to obtain a Professional Applicator’s License in appropriate categories within six (6) months of employment, with a current license preferred; or
* Any equivalent combination of experience and training that provides the knowledge and abilities necessary to perform the duties of this job.

**THE OPPORTUNITY: Weeds Superintendent/Vegetation Management Specialist**

The Weeds Superintendent/Vegetation Management Specialist role is extremely important to Teton County. Here are just a few of the opportunities waiting for you:

* Oversee the County’s Weed Control Program.
* Inspect, documents, and maps noxious weed infestations and treatment data.
* Develop restoration seeding/management plans.
* Direct and oversee seasonal staff and/or contractors in weed control implementation.
* Organize and execute public outreach efforts related to invasive species and collaborate with all County departments on vegetation management plans and programs.
* Provide customer service the Teton County way!

This position reports to the Public Works Director.

**THE REWARDS**

* A thriving workplace where what YOU do matters
* Professional growth and training
* Alternative work schedules that meet our citizens’ needs and your lifestyle
* Idaho PERSI pension so you can enjoy retirement
* Robust health and dental insurance
* 13 days of Paid Time Off, 12 holidays, and sick leave days
* A pay range of $23.79 to $27.66 based on what you bring to the County
* Lots of potlucks, incredible mountain views, and a workday that is meaningful

**EQUAL EMPLOYMENT OPPORTUNITY**