



TITLE: Conservation Maintenance

STATUS OF EMPLOYMENT: Seasonal

SALARY CLASSIFICATION: Hourly - Starting rate \$13 - \$15/per hr.

BENEFITS: Participation in the Ohio Public Employees Retirement System

GENERAL STATEMENT OF DUTIES:

To perform unskilled and semi-skilled duties necessary for the conservation of park natural areas, maintenance of park properties, areas, buildings, and facilities on a seasonal basis and to help with the construction of certain park improvement projects.

SUPERVISION RECEIVED:

Reports to the Project Manager, or as assigned, to the Crew Leader or other designated supervisor.

SUPERVISION EXERCISED:

May be called upon to provide routine work direction to other seasonal employees.

DUTIES AND RESPONSIBILITIES:

1. Maintains parks' natural area ecological diversity through invasive plant management. Management activities may include manual, mechanical and chemical treatments. Using herbicides to treat invasive plants is a major component of the position.
2. Assists with the district-wide deer management program. Activities may include preparing public archery sites and blinds, assisting with archery qualifications and the public lottery, and preparing sites and equipment for annual internal deer culling operations.
3. Assists with wildlife inventories and implements wildlife management actions including nuisance animal control and removal, meso-predator reduction, Canada goose control, and protection of migratory bird habitats.
4. Adds species records to park database; general record keeping.
5. Assists with ecological restoration projects including tree and shrub planting, seeding, gathering seed stock and or cuttings, wetlands restorations, and rare species propagation and reintroductions.
6. Cleans restrooms, vehicles, equipment and buildings. Performs other related custodial duties.
7. Cleans culverts and other drainage facilities. Mows and trims vegetation with equipment.
8. Grades and maintains trails, picnic areas and other facilities
9. Assists in special events and activities sponsored by the Park District.
10. Participates in the safety and risk management programs of the Park District
11. Performs other related duties as assigned.

QUALIFICATIONS:

Age Requirement

Must be 18 years of age or older.

Education:

High school student, graduate of high School or GED equivalent preferred.

Experience:

Students of ecology, biology, conservation and natural resource management encouraged to apply.
Experience in conservation, lawn care, landscaping, painting and janitorial duties preferred.

Knowledge and abilities:

1. Ability to perform substantial physical labor, outdoors in all weather conditions.
2. Ability to understand and follow simple oral and written instructions.
3. Demonstrated emotional intelligence to include: demonstrated self-awareness and accurate self-assessment, sensitivity and empathy, demonstrated openness, reliability, trust and consistency.
4. Some familiarity with native Ohio plants, wildlife and ecosystems preferred.
5. The use of herbicides is required, and training is provided.
6. Ability to use watercraft including boats and kayaks

Licenses:

Possession of a valid State of Ohio motor vehicle operator's license with driving record in compliance with Park District's policies.

Physical Requirements:

Physical condition adequate to perform all related duties and assignments.

Essential Physical Demands and Working Environment

1. While performing the duties of this job, the employee is regularly required to stand, walk (often on uneven terrain), talk and hear. The employee frequently is required to use hands to finger, handle or feel and is required to reach with hands and arms. The employee is required to sit; climb or balance; stoop, kneel, crouch or crawl. The employee may be exposed to high, precarious places. The employee must regularly lift and/or move up to 50 pounds and may occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.
2. While performing the duties of this job, the employee is regularly exposed to moving mechanical parts; extreme outside weather conditions including temperature, humid and wet; fumes or airborne particles; and confined spaces. Noise level of the working environment may often be loud.

CONDITIONS OF CONTINUED EMPLOYMENT:

Must successfully complete a one (1) month probationary period. Must agree to and comply with Summit Metro Parks drug-free (including THC and alcohol) policies and testing.

COMPLETION OF SEASONAL APPLICATION REQUIRED FOR HIRING CONSIDERATION.

Link to Seasonal Application:

<https://www.summitmetroparks.org/wp-content/uploads/SEASONAL-Employment-Application-2025-Interactive.pdf>