TAHOE
RESOURCE CONSERVATION DISTRICT
870 Emerald Bay Road Suite 108, South Lake Tahoe, CA 96150 • 530.543.1501 PH • TahoeRCD.org

Crew Lead

Restoration, Forestry, or Land Management (3 separate crews)

Location: South Lake Tahoe, CA
Salary Range: Starts at $23.00 per hour
Duration: May 4 — October 22, 2026 [Actual season dates are subject to change due to workload demands, weather and other adverse work conditions]
Slideshow: To view a brief slideshow highlighting some of the work we do, please visit: Crew Project Presentation

Background

Tahoe Resource Conservation District (Tahoe RCD) is a non-regulatory special district that promotes the conservation, stewardship, and knowledge of the Lake Tahoe Region's natural resources by providing leadership and innovative environmental services to all stakeholders.

Tahoe Resource Conservation District (Tahoe RCD) partners with the California Tahoe Conservancy to manage Tahoe RCD and state-owned lands through the Tahoe Conservation Partnership. Under the Tahoe Conservation Partnership, Tahoe RCD hires and manages field crews and resource specialists to perform natural resource management activities on public lands, owned by California Tahoe Conservancy and Tahoe RCD. This 30+ year relationship of restoration and land management allows Tahoe RCD and the Tahoe Conservancy to collaborate and manage approximately 4,700 parcels, totaling nearly 6,500 acres on the California side of the Lake Tahoe Basin, in addition to Tahoe RCD lands. This tremendous responsibility includes forest habitat enhancement and hazardous fuel reduction, resource protection and restoration, streambank stabilization, property inspection and maintenance, and aquatic invasive species management.

This position requires working in various adverse conditions including wildfire smoke, snow, rain, and extreme heat. Length of field season may be modified due to inclement weather; adverse field conditions and/or workload demands and funding constraints.

Primary Duties and Responsibilities

This is a labor-intensive and physically demanding position, working as an integral member of a crew implementing restoration, forestry, and/or maintenance projects, as well as performing other associated tasks. This position may require flexible work hours when needed including holidays. Note that the following list of crew activities is not exhaustive and may include cross-program coordination. The following lists various crew activities and assignments:

Restoration Crew:

- Encroachment resolution, restoration, and site protection (fence/vehicle barrier installation)

- Ecological restoration, revegetation, and soil erosion control measures
- Invasive plant species management using non-herbicide methods
- Fuel hazard reduction and vegetation removal
- Road and/or trail removal, rehabilitation, and stabilization
- Litter, debris, and hazardous waste removal
- Coordination on unhoused and potential encampment(s) resolution
- Cross-program support including property and facility maintenance, post-incident (fire, flooding, etc.) stabilization, large-scale river restoration activities, etc.

Forestry Crew:

- Hazard tree removal
- Fuel hazard reduction
- Forest health improvement
- Wildlife habitat enhancement
- Roping/rigging for safe tree removal
- Pile building, dragging slash, chipping
- Litter, debris, and hazardous waste removal
- Coordination on unhoused and potential encampment(s) resolution

Land Management Crew:

- Fence and vehicle barrier installation and repair
- Hazard tree removal and fuel hazard reduction
- Invasive plant species management using non-herbicide methods
- Roping/rigging for safe tree removal
- Litter, debris, and hazardous waste removal
- Coordination on unhoused and potential encampment(s) resolution
- Property and facility maintenance including public recreation sites

General daily job duties may include, but are not limited to:

- Supervising a 4-9 person crew
- Organizing and motivating a crew for maximum productivity and efficiency
- Implementing daily and weekly work plans
- Keeping detailed daily project logs, timesheets, and notes
- Coordinating with field supervisor, project managers, and staff
- Resolving conflict between crew members
- Conducting routine safety talks and training sessions
- Serving as primary driver for crew and equipment to and from work sites in State vehicles
- Safely operating tools and equipment including vehicles, chainsaws, chippers, brush cutters, various power/hand tools, and heavy equipment
- Caring for, maintaining, and ensuring security of vehicles, state tools, property, and equipment
- Performing and delegating warehouse maintenance and organization tasks
- Identifying property boundaries
- Representing Tahoe RCD and the California Tahoe Conservancy in a professional manner to the public

Applicants must demonstrate their ability to provide professional, mature leadership in stressful and physically demanding situations.

Required Qualifications:

- Excellent communication skills and ability to maintain detailed project logs and notes
- Demonstrated understanding and application of leadership principles
- Demonstrated ability to motivate a team for optimum productivity and efficiency
- Demonstrated ability to follow directions and carry out specific project plans
- Demonstrated skills in conflict identification and resolution
- Demonstrated skills in public interaction
- Demonstrated organizational skills
- Ability to work safely and cooperatively in a group setting under a variety of working conditions
- Ability to perform manual labor in rough terrain, lift heavy objects, and work for extended periods of time in various weather conditions including smoke
- Ability to work on holidays
- Possession of a valid driver's license, with clean driving record

Desired Qualifications:

- Education and background in ecological restoration, natural resources management, or land management, preferably in a leadership capacity
- Ability to drive a tow vehicle and trailer
- Familiarity with operation and maintenance of chainsaws, woodchippers, brush cutters, various power and hand tools, rigging equipment, and heavy equipment
- FAL3/2/1 chainsaw certification
- Ability to interpret assessor parcel maps and identify property boundaries

Benefits:

Paid sick leave accrued at a rate of 3.08 hours for every 80 regular hours worked. Benefits include State of California sick pay, Worker's Compensation Insurance for California, State Unemployment Insurance, California State Disability Insurance, and Social Security. If you are currently enrolled in the California Public Employees' Retirement System (CalPERS), membership will be continued.

Please note:

Housing is not included with this employment opportunity. Actual season dates are subject to change due to workload demands, weather and other adverse work conditions. All positions are contingent upon funding. Final candidates will be required to provide a DMV printout. For information on Tahoe RCD: https://tahoercd.org/ For information on Tahoe Conservancy: https://tahoe.ca.gov/

To Apply:

Submit a letter explaining your interest in the field of natural resource management/restoration/forestry and your qualifications for this position, along with a current resume and three (3) references to jpajobs@tahoercd.org. Submittal via e-mail is preferred.

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Final Filing Date

Positions are open until filled.

TAHOE RCD IS AN EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE OR SEXUAL ORIENTATION. IT IS THE OBJECTIVE OF THE TAHOE RCD TO ACHIEVE A DRUG FREE WORKPLACE. ANY APPLICANT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, CIVIL SERVICE RULES, AND A SPECIAL TRUST PLACED IN PUBLIC SERVANTS.