

**CHER-AE HEIGHTS INDIAN COMMUNITY
OF THE TRINIDAD RANCHERIA**

Job Description

Job Title: Natural Resources Tribal Crew Member
Department: Natural Resources Department
Supervisor: Natural Resources Program Director
FLSA Status: Part-Time, Non-Exempt
Prepared By: Natural Resources Director
Prepared Date: 07/17/2025, revised 07/09/2026
Approved By: Jacque Hostler-Carmesin (CEO)
Approved Date: 8/11/25 approved 08/06/2026

SUMMARY

The Tribal Crew Member will play a vital role in supporting the Trinidad Rancheria Natural Resources Department by assisting with hazardous fuels reduction, cultural fire initiatives, invasive plant species removal, and native plant restoration projects. This position contributes directly to wildfire prevention, ecological restoration, and Tribal stewardship through hands-on vegetation management, hazardous fuels reduction, and opportunities to participate in cultural fire practices. Crew members will receive training and mentorship from Tribal staff and, when appropriate, Tribal cultural practitioners to develop an understanding of the cultural, ecological, and historical significance of cultural fire as a land stewardship practice.

This is a physically demanding role that requires a strong work ethic, a commitment to safety, and the ability to work effectively in challenging outdoor environments. Proficiency in the safe operation of hand and power tools is essential. The Tribal Crew Member will report to the Trinidad Rancheria Crew Lead and Project Supervisor. Qualified applicants must be enrolled members of a California Tribe.

ESSENTIAL DUTIES

- Perform manual vegetation management activities, including brush clearing, thinning, and debris removal on uneven, rugged terrain and in hot and cold weather conditions.
- Operate chipping machinery and maintain hand tools/ power tools such as chainsaws, weed eaters, Pulaski tool, and shovels to complete assigned treatment tasks.
- Conduct daily maintenance checks on equipment (e.g., refueling, cleaning, sharpening tools) and ensure all tools are in safe, working condition.
- Participate in training opportunities related to cultural fire, including the ecological, cultural, and historical significance of Indigenous fire stewardship and its role in promoting healthy, resilient landscapes. Training will also cover land management, invasive species management, and safety practices.

- Follow all project guidelines and instructions provided by the Trinidad Rancheria Crew Lead to meet specific fuel reduction goals.
- Assist with cultural fire preparation, monitoring, restoration, and related stewardship activities under the direction of qualified Tribal staff and cultural practitioners, as opportunities and project needs allow.
- Demonstrate respect for Tribal cultural values, traditional ecological knowledge, and stewardship practices while working collaboratively with Tribal staff, partners, and community members.
- Wear and maintain all required Personal Protective Equipment (PPE) such as long sleeve shirts, work pants, gloves, boots, protective eyewear, and hardhats.
- Arrive to the worksite on time, prepared, and ready to perform daily job duties.
- Maintain situational awareness and communicate effectively with crew members and supervisors to ensure safety and task coordination.

COMPETENCIES

- **Strong Work Ethic** – Demonstrates dedication, motivation, and a commitment to producing high-quality work consistently, even with minimal supervision.
- **Punctuality** – Arrives on time for shifts, meetings, and deadlines, showing respect for others' time and contributing to efficient team operations.
- **Dependability** – Reliable in completing tasks and meeting responsibilities; can be counted on to follow through and support team goals.
- **Safety** – Prioritizes a safe working environment by following safety procedures, using equipment properly, participates in safety training, and reporting hazards or incidents promptly.
- **Awareness** – Maintains attentiveness to surroundings, tasks, and co-workers, helping to prevent accidents and ensure a productive, efficient workplace.
- **Professionalism** - Approaches others in a tactful manner, treats others with respect, and follows through on commitments.
- **Communication** - Strong verbal communication skills.
- **Initiative** – Prioritizes team work and looks for opportunities to assist and support fellow crew members.

QUALIFICATIONS

Required Education and Experience:

- Applicants must possess a high school diploma or GED.

Preferred Qualifications:

- Experience using chipping machinery, weed eaters, chainsaws, and standard hand tools in a professional or personal setting.
- Basic mechanical skills for equipment upkeep and tool maintenance.
- Safety protocols and PPE compliance.

Ability to:

- Work outdoors for extended periods in physically demanding conditions, including heat, cold, uneven terrain, and remote areas.
- Handle physically strenuous labor, including lifting, bending, stooping, and standing for extended periods.
- Follow instructions and work effectively as part of a team.
- Use power tools and potentially hazardous equipment.

Other Qualifications:

- Must pass pre-employment drug and alcohol screening.
- California Indian Preference exclusively for qualified applicants.
- Must possess a valid Tribal Enrollment Card, Tribal ID, or Certificate of Indian Blood (CIB)

PHYSICAL DEMANDS AND WORK ENVIRONMENT**Physical Demands**

The physical demands described here represent those that must be met by an employee to successfully perform the essential functions of this position.

The employee will be required to stand, walk, bend, stoop, kneel, and reach. Visual requirements include the ability to see clearly at close and long distances, distinguish colors, maintain peripheral vision, and adjust focus as needed. The role requires the ability to tolerate loud noise and vibrations associated with heavy machinery. Employees must be able to safely operate a motor vehicle to travel to and from work sites. Physical strength and endurance are necessary, including the ability to lift, carry, push, and pull materials or equipment weighing up to 50 pounds. Must maintain focus and situational awareness to ensure personal and team safety around machinery and potentially hazardous conditions.

Work Environment

This position requires regular outdoor work in a variety of environmental conditions.

Employees will be exposed to extreme weather, including high heat, cold, wind, rain, and direct sunlight. Work often takes place in remote or rugged terrain, including steep slopes, uneven ground, and densely vegetated areas. Exposure to dust, pollen, smoke, insects, and wildlife is common. The use of power tools and heavy equipment involves exposure to loud noise, vibrations, and flying debris. Proper use of personal protective equipment (PPE) is required at all times to ensure safety in these environments. The employee must remain alert and responsive to changing environmental conditions to mitigate safety risks.

Signature: _____ Date _____