



<https://nativecreationspa.com/job/conservation-landscape-technician-2-3/>

Conservation Landscape Lead Tech / Production Manager

Description

Much of the work is "hands-on" for everyone, and includes, but not limited to:

General Tasks associated with tool, equipment, vehicle, property maintenance.

Conservation:

- Tree planting on small and larger scale projects using various size planting stock and tools
- Herbicide work to include invasive species control, herbaceous control around trees – mainly backpack work carried out under a licensed applicator
- Project Stewardship

Landscape:

- Planting; material installation for residential and commercial projects
- Landscape Maintenance to include weeding, pruning shrubs/trees, mulching

Normal schedule is Monday- Thursday, 7:00am-5:30pm. Working 4, 10 hour days. At times, longer days are and Friday work is necessary. Schedule may change due to climate / weather and workload.

Expect to work through inclement weather depending on the task. A winter layoff is to be expected, but not certain due to workload and weather.

Responsibilities

Conservation Landscape Lead Tech Responsibilities and Duties

This document will list out the responsibilities and duties of the above listed position within the company. This position is a full-time / full-time seasonal position, carrying all benefits as such, as described in the Company Handbook.

Professional Duties include, but are not limited to:

– Managing crew members:

- Giving verbal and / or written directives to labor staff
- Teaching crew members proper techniques to carry out directed tasks
- Keeping a positive work environment
- Interpreting project plans
- Ensuring productive and safe measures are being upheld
- Ensuring quality work and performance of tasks being carried out
- Communicating with crew and other management, as well as, clients and colleagues when necessary.
- Managing project logistics including, but not limited to: travel, equipment, supplies, tools, inventory
- Carrying out labor tasks as projects require

Hiring organization

Native Creations Landscape Services

Employment Type

Full-time

Job Location

1751 Freas Ave, 18603, Berwick, PA

Base Salary

Based on experience

Date posted

March 25, 2026

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apply

- Test and certify for Professional Applicators License under Pa Dept. of Agriculture in a minimum of Category 01 – Core, and one Professional Category to be determined. – Study materials to be supplied by the Company.

– Project Layout:

- Have an understanding of the projects we carry out and the methods used to implement all project tasks carried out by Native Creations Landscape Services.
- At times, you will be asked to assist in and / or lead on layout of landscape and conservation projects alike

– Client / Colleague Networking:

- Meet and greets
- Attend, socialize, and promote the company when requested
- Communicate with clients, colleagues, vendors, and interested public in a professional manner
- Communicate with other management when necessary regarding interactions with clients, colleagues, and general public
- Promote / show pride in the work accomplished by the company

Personal Qualifications:

This is a unique position which shows the strength of character the manager has shown to possess. Some of the attributes required for the position require, but are not limited to the following:

- Strong leadership capabilities
- Accountability
- Team oriented
- Positive attitude
- Effective communication skills
- Practice good hygiene
- Promote others to do well
- Determined / goal oriented
- Ability to teach acquired and learned skills
- Professional
- Open to new techniques / methods
- Be teachable, as well as, be the teacher
- Be a production oriented person

Chesapeake Bay Landscape Professional* (GBLP) Code of Conduct:

- After your 1 year anniversary, you may be asked to receive certification of Chesapeake Bay Landscape Professional, level 1. The expenses associated with the classes, travel, and testing will be covered by the Company.

Background Requirements: Degree in Horticulture, Environmental, Landscape, or similar field. And / or Minimum 3 years experience in the conservation, landscape, or related field.

Leadership experience preferred.

Job Benefits

Compensation / Benefits:

- Starting wage based on experience: Salary position*
- \$100.00 / week bonus pay for time on the road after 2 consecutive overnight stays
- Health Insurance Allowance after 30 Days from start date
- Simple IRA with 3% Company Match upon 1 year from start date

-1 Week Paid Vacation during first year (after 90 days consecutive employment).
Additional 1 week every year from start date – can accrue up to a maximum of 15
Total Paid Vacation Days

(5 days / year)

-Paid Major Holidays (New Year's Day, Memorial Day, Independence Day, Labor
Day, Thanksgiving Thursday, Christmas Day, Easter Monday)

(*) This is a salary position. Raises will be considered based on personal
performance, company performance, and annual cost of living adjustment (COLA)

Working Hours

Normal schedule is Mon – thurs. 7:00 – 5:30 – working 4, 10 hour days. At times,
longer days are and Friday work is necessary. Schedule may change due to climate
/ weather. We do normally work through inclement weather depending on the task.