

Job Title: Roadside Tech II/ Roadside Tech I
Reports to: Benton County Roadside Manager
FLSA Status: Non-exempt
Supervises: Seasonal Staff
Salary: \$45,000-\$55,000/year DOE

Position Information: The Roadside Tech II/I will aid in administering a program of ecosystem management that seeks to promote the health of Iowa's native plants, animals and insects in Benton County's rights-of-way and natural areas while managing the Iowa Roadside Management program in accordance with Iowa Code Chapter 314.

Responsibilities and Skills:

Land Management:

- Planting of native grass/forb communities through hydroseeding, drilling, and all other seeding methods.
- Inventorying and documenting plant communities and trends along county rights-of-way.
- Managing those areas of native vegetation through prescribed fires or mowing as best fit for the location to improve diversity and promote continued plant health.
- Carrying out Benton County's program to control invasive plants by spot spraying noxious weeds and brush in all of the County's rights-of-way
- Remove trees and brush causing safety concerns along county roadways.
- Attends local, state and regional meetings and conferences relating to the field as directed.
- Assists in supervising temporary (seasonal) employees including the use of all county equipment.
- Other related duties as assigned by the Roadside Manager.

Benton County Conservation Collaboration:

- Assists and collaborates with the Benton County Conservation Department in preparing, planning and implementing the following: prescribed fires; the expansion of native plants in the state of Iowa; native plant, animal and insect inventories; timber stand improvement projects; native seed and plant production procedures to further the goals of both programs.

Benton County Weed Commission:

- Assumes responsibilities of the Deputy Benton County Weed Commissioner in accordance with Iowa Code Chapter 317 as assigned by the Roadside Manager/Benton County Weed Commissioner.
- Aids in developing a program of noxious and invasive weed control to effectively implement Iowa Code Chapter 317.

Qualifications:

To perform this job successfully, an individual must be able to satisfactorily perform each essential duty as listed above. The requirements listed below are representative of the knowledge, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education:

- Minimum two-year college degree in a natural resource related field with major course work in botany and wildlife or equivalent work-related experience.

Certifications: Preference given to candidates who currently hold these certifications, but will also consider those who are able to obtain and maintain within 6 months of employment:

- Valid pesticide applicators license in category 6 (Right-of-way).
- Valid, Class A, Commercial driver's license with air brake and tanker endorsement.
- NWCG Wildland Fire Certifications – S130 and S190.

Preferred Skills

- Previous experience in IRM programming.
- Experience with equipment maintenance.
- Knowledge of Iowa's Native and Invasive Weed Species.
- Experience with equipment operation.
- Experience in the public sector, budget work, public meetings, etc.

Physical Demands/Work Hours:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job the employee is regularly required to talk or hear. The employee is frequently required to stand; walk; use hands to finger, grasp, handle or feel; climb, balance, stoop, kneel, crouch, crawl, push or pull and reach with hands and arms. The employee must frequently lift and/or move up to 10 pounds, regularly lift and/or move up to 20 pounds and occasionally exert up to 50 pounds of force to move objects. The visual requirements for this position are similar to those classified as skilled tradespeople (ie: carpenters, technicians, plumbers, painters, mechanics, etc.).

Average working days are 7:00am - 3:30pm, Monday - Friday. This position will sometimes require working overtime, including non-traditional hours, particularly during burn and spray seasons. Must be able to work weekends, holidays, and irregular or special event hours as necessary or assigned.

Work Environment:

The work environment characteristics 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.

The worker is subject to both inside and outside environmental conditions. The worker is subject to extreme cold and extreme heat. The worker is subject to hazards including moving mechanical parts, handling chemicals, electrical current, working on scaffolding and high places. Frequently this position is required to travel to transport equipment and to attend meetings.

THE ABOVE DECLARATIONS ARE NOT INTENDED TO BE AN “ALL-INCLUSIVE” LIST OF THE DUTIES AND RESPONSIBILITIES OF THE JOB DESCRIBED OR OF THE SKILLS AND ABILITIES REQUIRED TO PERFORM THE JOB. RATHER, THEY ARE INTENDED ONLY TO DESCRIBE THE GENERAL REQUIREMENTS OF THE JOB.

Benefits:

- IPERS retirement with 6.29% employee contribution and 9.44% employer contribution
- 10 paid holidays
- Vacation time, sick time, and 2 personal days
- Opportunity to earn compensatory time
- Health Insurance as low as \$180 per pay period for a family plan
- Dental Insurance
- Vision Insurance
- Flex Spending
- Accident and Critical Illness Insurance
- Wellness program with opportunity to earn up to \$350 in incentives
- Employee Assistance Program (EAP)

THANK YOU FOR YOUR INTEREST IN EMPLOYMENT AT BENTON COUNTY

TO APPLY:

Apply online at <https://www.bentoncountyia.gov/employment/>. Any questions contact Roadside Manager, Eric Schares at eschares@bentoncountyia.gov or 319-472-2040.

Must include: Resume, cover letter, current pesticide applicators license #, references, and any other certifications.

Position open until August 18th, 2025.