

TERRA FARMS, INC.

Position Title: Native Nursery Manager / Restoration Crew Leader
Location: Belton, Missouri, but Frequent Travel in Missouri and Eastern Kansas
Position Type: Full time, Regular
Expected Salary Range: \$40,000 - \$60,000, but Commensurate with Experience

Terra Farms, a Swallowtail sister company, is seeking an experienced individual for a nursery manager / field manager position who will assist with the planting and maintenance of large-scale forest, prairie, and wetland ecosystem restoration / mitigation banking projects. Salary will be commensurate with experience. Position open for immediate hiring upon finding the right individual to train with the individual currently in that position but retiring soon. For examples of our projects please go to www.swallowtailenvironmental.com and look at our Featured Projects.

Primary Job Duties:

- Nursery Duties
 - Forecast the next year's tree and shrub quantities and place orders
 - Acquire native seed, bare root seedlings, and cuttings for planting, propagation, or sale
 - Grow trees, shrubs, grasses, and forbs as required, from seed and or cuttings
 - Manage staff as necessary to ensure successful propagation and growth of native trees, shrubs, and herbaceous plants
- Ecological Restoration Sites
 - Assign daily duties to H-2A workers
 - Work with designers, equipment operators, and suppliers to build forest, prairie, and wetland restoration sites
 - Move plants to restoration sites and stage them for efficient planting
 - Keep workers supplied with all they need to complete the work, like tools, gloves, shovels, fertilizer, sod staples, seed, straw blanket and whatever else might be required
 - Do required site maintenance as needed and keep records
 - Purchase chemicals and tools required for maintenance
 - Keep up on DOT requirements like paying the IFTA tax, *etc.*
 - Tree removal
- Crop Farming
 - Leasing out as much tillable land as possible
 - Farming tillable acres not rented out
 - Preparing farm sites not leased out for seeding
 - Purchasing and applying seed, fertilizer, and herbicide
 - Arranging for crop harvest
- Manage H-2A Workers
 - Manage all aspects of process to bring workers from Mexico to the USA
 - Keep up with and comply with both federal and state laws concerning H-2A workers
 - Ensure adequate living quarters
 - Keep track of employee hours and record them on weekly time sheets to be turned in to accountant

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Required Knowledge and Skills:

Successful candidates should possess all or many of the following qualities and abilities:

- High school degree required, higher education preferred
- Background in horticulture, nursery production, and/or vegetation management
- Tree pruning and removal experience (chain saw operation)
- Flexibility and the ability to change plans due to changing situations (weather, changes in the schedule of others, *etc.*)
- Leadership skills, including the ability to accomplish tasks you ask of workers
- Ability to drive tractors and other big equipment
- Commercial pesticide applicator license: Missouri and Kansas
- Knowledge of and aptitude for identifying trees, shrubs, grasses, and forbs
- Humility, a team-focused attitude, and an ability to tackle a diversity of tasks
- Enjoyment of being outside (allergies may cause extreme difficulty)
- Class A CDL with air brakes and combination
- No fear of hauling oversized loads or of heights

Compensation:

- Monthly Salary Based on Experience, Direct Deposit
- Direct Deposit on a Twice a Month Basis (15th and 31st)
- Company Credit Card
- Company Vehicle for Business Use
- Company Cellular Phone
- Paid Vacation 2 Weeks plus scheduled company holidays (7-10 additional days annually)
- SIMPLE IRA retirement plan plus 3% company match

To Apply:

Send a cover letter and resume to Shane Staten via email at [sstaten\[at\]swallowtailenvironmental.com](mailto:sstaten@swallowtailenvironmental.com). No phone calls please.