Field Lead

At a glance: $50-$70k salary with health and life insurance, performance bonus and 401(k) · relocation assistance for qualified candidates · Lead field crews in hands-on ecological restoration, planting, site preparation, and habitat management across our service area.

ArcheWild is a professional ecological restoration firm operating throughout the mid-Atlantic. We tackle some of the largest and most complex restoration programs on the East Coast. **We are not a carbon credit or mitigation bank.**

The Opportunity

Across the mid-Atlantic, degraded meadows, riparian corridors, forests, and stormwater basins require disciplined, full-cycle stewardship before native ecosystems can recover. Whether executing standalone invasive control contracts or leading site preparation, large-scale native plantings, seeding, and maintenance on complex restoration builds, ArcheWild relies on precise field execution to protect biodiversity and ensure long-term project survival.

Operating out of our hub in Allegheny County, PA you will lead field crews across the full arc of ecological restoration—anchoring our invasive plant management operations while actively contributing to plantings, meadow building, and habitat construction. You will manage daily logistics, equipment readiness, legal compliance, and crew safety while working shoulder-to-shoulder with our ecologists and project managers to build hands-on mastery across every phase of restoration.

What you'll do

Lead field execution & crew operations

- Assume direct field responsibility for executing ecological restoration builds—including soil and site prep, large-scale tree/shrub/herbaceous plantings, seeding, erosion control, and invasive species management.
- Assign daily tasks and goals to Specialists and Technicians based on skill level, coaching crew members daily on planting technique, treatment methodology, and safe equipment operation.
- Review daily project plans, build packing lists, coordinate plant orders/staging with the nursery, and get trucks, trailers, and UTV rigs on the road quickly and efficiently.
- Work alongside the crew in strenuous field conditions—moving and planting 100 trees/live stakes or 2,000 herbaceous plugs per day, collecting seed, operating brush cutters/chainsaws, and conducting targeted backpack and UTV herbicide applications.

Enforce legal compliance, technical accuracy & safety

- Verify technical accuracy in the field: ensure proper species placement, planting depth, soil/erosion specs, and target vs. non-target plant identification.
- Ensure strict adherence to all federal, state, and local pesticide laws, label requirements, buffer zones, and Worker Protection Standards (WPS) during herbicide operations.
- Enforce daily safety protocols, tailgate briefings, proper PPE usage, spill-kit readiness, and safe operation of chainsaws, brush cutters, UTVs, and truck/trailer combinations.

Manage logs, data & multi-site inventory

- Complete and audit all daily Project Logs, Planting Logs, Pesticide Application Logs, Expense Logs, and crew Timecards/Time Off Requests using ArcheWild's field apps (including Collector™) and project software.
- Review site visit notes and project plans for field accuracy, and track inventory of planting tools, tree protection materials, herbicides, PPE, and power tools across storage locations.
- Perform routine preventative maintenance and field repairs on hand tools, planting gear, backpack/UTV sprayers, pumps, chainsaws, and clearing saws.
- Perform routine preventative maintenance and field repairs on backpack sprayers, UTV spray rigs, pumps, chainsaws, and clearing saws.

What you bring

- Location & Mobility: Residence within 1 hour of the Greater Pittsburgh area (Allegheny/Butler/Washington/Westmoreland/Beaver corridor), a valid driver's license with a clean driving record, and comfort hauling trailers and operating UTVs and box trucks.
- Hands-On Restoration & Crew Leadership Experience: 2–3+ years of field experience in ecological restoration, forestry, native horticulture, or conservation land stewardship—including large-scale plant installation, site preparation, and at least 1 year leading or mentoring field crews.
- Strong Botanical & Ecological Knowledge: Proven ability to accurately identify native Appalachian/Western PA plant species and their proper habitats, as well as regional invasive species and appropriate suppression methods.
- Equipment & Pesticide Readiness: Ability to safely operate and maintain chainsaws, brush cutters, UTVs, and backpack/UTV spray equipment, with an active Pennsylvania Commercial Pesticide Applicator license (or the ability to obtain certification within 90 days of hire).
- Technical & Organizational Discipline: Comfort using mobile field data collection apps, GPS/GIS mapping tools, and Microsoft Office for daily project logs, planting records, timecards, and inventory tracking.

Nice to have

- Active Commercial Pesticide Applicator certification in PA (Categories 05, 06, 09, and/or 10) with reciprocity in neighboring states (OH, WV, MD, NY).
- Experience operating heavy/specialized restoration attachments (forestry mulchers, seed drills, tractor implements) or formal chainsaw safety certification (e.g., Game of Logging).
- Ecological Restoration Practitioner In-Training (CERPIT) or Certified Ecological Restoration Practitioner (CERP) credential, or a degree in Ecology, Forestry, Botany, Horticulture, or Environmental Science.

What's hard about this job (we'd rather tell you now)

- Physically demanding conditions: You will hike steep, uneven terrain carrying 40+ lb backpack sprayers or running brush cutters through dense briars, high heat, humidity, and biting insects.
- Zero margin for error: Herbicide drift, misidentification, or sloppy record-keeping can damage sensitive native habitats or violate state pesticide regulations. You carry the legal and technical responsibility for everything your crew applies.
- Heavy regional travel: Projects span the mid-Atlantic, requiring daily regional driving (averaging an hour each way) plus occasional multi-day overnight motel stays during peak growing seasons.

Where this role goes

- Branch out into other functional areas with the company, including site manipulation, planting, and seeding.
- Elevate yourself to the Project Manager or Field Services Manager role, wherein you are leading a book of business and managing a portfolio of clients and opportunities.

How to Apply

Send three things: 1) your resume, 2) a cover letter describing why you want this job, and why ArcheWild is your next best career move. Send both to **careers@archewild.com**, and 3) complete the **screening questionnaire**.

The questionnaire takes about 45 minutes. Applications missing any of the three are not reviewed. We review applications on a rolling basis and reply to every applicant.

Our process (about 4 weeks): a scored questionnaire; a 30-minute call; a 60-minute conversation with leadership; a 90-minute working session on our real milestone plan; a visit to the nursery hub to meet the team; and references.

About ArcheWild. We have our own R&D group and native plant nursery. For nearly 20 years we've collected seed, grown provenance-tracked native trees and shrubs, and planted them on restoration projects from New England to the mid-Atlantic. We built SeedSource, a supply-chain database that traces every plant from mother tree to planting site. Our clients include The Nature Conservancy, the National Park Service, the U.S. Forest Service, and conservancies and engineering firms across New York. We're a hands-on, science-driven team that holds itself to a high standard and works hard to get things right the first time.

What we offer. Salary range of $50-70k with health and life insurance · ample paid vacation and holidays · performance bonus program · 401(k) · relocation assistance for qualified candidates · mileage reimbursement for travel · training and certifications paid by ArcheWild

Equal opportunity. ArcheWild is an equal opportunity employer. We consider all qualified applicants regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected characteristic. If you need an accommodation to apply or interview, including completing the questionnaire another way, email careers@archewild.com.