



Position Vacancy

RFP #26-055-01

Position: 2 Land Management Seasonal Crew Members
Department: Planning and Community Development/Conservation and Open Space Division
Hourly Wage: TEM 2: \$15.25 – 17.56 per hour
Schedule: Monday – Friday: 7:00 a.m. – 3:00 p.m.
Hours per week: 37.5
Positions begin in May and conclude August 30, 2026

The City of Framingham is currently a 100% onsite work environment.

- Position will remain open until filled.
- We seek to hire a candidate who shares our commitment to Framingham and values civility, collegiality and working in a coordinated team environment to serve the City of Framingham.
- The City of Framingham is committed to the ongoing pursuit of strategic diversity initiatives that help to position diversity, equity, and inclusion as central to municipality and community-wide excellence in the City of Framingham.
- The City of Framingham is an Affirmative Action Equal Opportunity Employer.

Position Purpose:

Land Management Crew members perform a range of land management duties including mowing, planting, management of invasive plant species, restoring plant and wildlife habitats, parking lot maintenance, and trail clearing. Crew members are required to perform all similar or related duties. You will work with the Conservation Administrator as well as the other Crew Members. Additionally, you may engage with the public in educational and recreational affairs as well as work collaboratively with other Framingham City Departments including Parks and Recreation and Department of Public Works.

Essential Functions:

The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

1. Performs a range of land management activities including but not limited to greeting and interacting with visitors to conservation lands, mowing, planting, management of invasive plant species, restoring plant and wildlife habitats, parking lot maintenance, trail clearing, and collaboratively working with other seasonal crew members.
2. Performs a range of maintenance duties including, cleaning of equipment, parking lot upkeep, and raking of gravel and dirt trails.
3. Interacting with Crew Members, Conservation Administrator and volunteers in an outdoor setting.
4. Collaborates with other departments within the City of Framingham, including the Department of Public Works and the Department of Parks and Recreation, on various projects as needed.

Qualifications:

- Interest in a Bachelor's degree in Environmental Field or equivalent is preferred.
- Experience working outside in all weather conditions with some experience in interacting with the public in a professional setting.

- Preferred additional experience working collaboratively on group projects, while performing Conservation or Park Land Management tasks in an outdoor setting, under various weather conditions.
- Valid Class D Motor Vehicle License

Knowledge, Abilities and Skill:

- Knowledge of:
 - General knowledge of conservation and landscaping tools is preferred, but is not needed.
- Ability to:
 - Plan and prioritize work
 - Work independently,
 - Be self-motivated.
 - Interact effectively and appropriately within a fast-paced municipal environment
 - Engage a member of the public in meaningful interactions
 - Motivate others in less-than-ideal weather conditions
- Skills:
 - Customer service
 - Oral communication

Physical Demands:

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 position's essential functions.

Physical Skills: Moderate physical demands are required to perform the essential functions of the position. Work effort principally involves walking to perform work tasks, with intermittent periods of stooping, sitting, kneeling, twisting, and reaching with hands and arms, and significant periods of time either crouching or standing. There may also be some occasional lifting and carrying of objects up to 30 pounds. Employee may be required to walk several miles over uneven terrain during the course of the day to perform job duties.

Motor Skills: Position requires the application of basic motor skills for activities including but not limited to operating a motorized vehicle, lawn mower, weed whacker, vegetation pruning tools, and watercrafts.

Accountability: Consequences of errors or poor judgement may include injury to persons or equipment. Employee is accountable to the actions, of their selves including health safety requirements.

Judgement: Numerous standardized practices, procedures or general instructions govern the work performed and, in some cases, may require additional interpretation. Judgement is needed to locate, select and apply the most pertinent practice or procedure, regulation or guideline.

Complexity: The work consists of a variety of duties which generally follow standardized practices, procedures, regulations or guidelines. The sequence of work and/or the procedures followed vary according to the nature of the assignment and/or the information involved, or sought, in a particular situation.

Nature and Purpose of Relationships: Relationships are primarily with co-workers and the public. More than ordinary courtesy, tact and diplomacy may be required to resolve complaints or deal with uncooperative or uninformed persons.

Supervision Required:

The Land Management Seasonal Crew Members work under the direct supervision of the Conservation Administrator. The supervisor reviews the work in progress or upon completion.

Supervisory Responsibility:

The Land Management Seasonal Crew Members have no supervisory responsibility.

Work Environment:

Employee may be required to perform various field work in all weather conditions, and may be required to work beyond normal business hours during special events.

Occupational Risk:

Duties of the job present a small risk of injury to the employee. Risk exposure is similar to that found in various field work tasks during the summer months, including exposure to extreme weather conditions, ticks, and poison ivy.

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