



Position Announcement: Lead Restoration Technician– Full Time

Location: Independence, MN

Company Overview: Natural Shore Technologies is a leading ecological restoration company based in the Twin Cities area. With a passion for environmental stewardship, we specialize in the design, installation, and maintenance of shorelines, prairies, rain gardens, and other natural landscapes. We proudly serve public agencies, commercial enterprises, and residential clients. Additionally, our nursery operation provides high-quality Minnesota native plants to a wide range of clients.

We are looking for a **motivated and dependable** Lead Restoration Technician to join our dynamic team for the **2026 season**. If you're passionate about natural resources and eager to gain hands-on experience in ecological restoration, this is an excellent opportunity for you!

Role Overview: As a Lead Restoration Technician, you will be working side by side with a team of experienced restoration technicians under the supervision of the Maintenance Coordinator. You will be responsible for the day-to-day ecological management of 20-30 projects with the help of 1-3 seasonal restoration technicians. This position provides valuable experience in plant identification, restoration techniques, and environmental management.

Key Responsibilities:

- Conducts monitoring and maintenance activities on a wide variety of ecosystems, including shorelands, wetlands, prairies, and woodlands
- Monitors and assesses sites to determine appropriate vegetation management approaches
- Implements management protocols and safely operates various types of equipment, including brush saws, weed whips, chainsaws, sprayers, ATVs, etc.
- Manages, leads, and mentors intern work crews
- Sets scheduling with the maintenance supervisor and assists with recordkeeping
- Interacts with clients and represents the company in a professional manner
- Manages data and updates client project files
- Effectively manages field equipment and keeps tools in proper working order

Other duties:



- Represents Natural Shore at local trade shows and professional forums
- Assists with researching and writing content for our popular newsletter
- Assists with social marketing (website, Facebook, and Instagram)
- Gives presentations to homeowners and at professional meetings
- Collects and processes native seed
- Assists with nursery operations including transplanting and general organization
- Assists the Installation Crew Leader with ecological restoration projects

Preferred Qualifications:

- Degree in ecology, environmental science, natural resources, or a related field preferred
- At least two years of natural resources fieldwork with competent native and invasive plant identification skills
- Efficiently performs all management tasks in the field which requires strenuous physical activity for prolonged periods and lifting up to 50 lbs.
- Ability to work in extreme weather conditions, such as heat, rain and cold, and can tolerate biting and stinging insects
- Excellent communication skills and proficient at supervising field crews
- Highly motivated and eager to work in a team environment
- Valid Minnesota Driver's License
- Ability to load and haul trailers and machinery
- Experience with mixing and applying herbicides and able to obtain Commercial Pesticide Applicator (Categories A & J) license within 30 days of hire

Physical Requirements:

- Ability to lift up to 50 pounds and engage in **physically demanding work**.
- Comfortable working in various weather conditions (rain, heat, cold).
- Ability to stand for extended periods, wade in water, and work outdoors for long hours.
- Experience or willingness to work around stinging insects (bees, wasps, etc.).
- Safely operate machinery and heavy equipment in outdoor environments.

Benefits:

- Base pay of \$43,000 – \$45,000 and can be adjusted based on your experience
- End of year bonus, usually 1-5% of your salary (hard work is rewarded)
- Quality Health Insurance Plan – Company pays 50% monthly premium within plan -Health Partners



ECOLOGICAL RESTORATION
Lakeshores | Wetlands
Stormponds | Raingardens
MN NATIVE PLANTS NURSERY
PROJECT MAINTENANCE

- Paid vacation and sick leave
- 401K – Retirement fund – 4% company match
- 40-50 hours per week with seasonal work schedule adjustments

How to Apply: Please submit your **resume and cover letter** to **job@naturalshore.com**.

Application Deadline: March 15, 2026

We look forward to learning more about you and your career aspirations!

Company information can be found here:

<https://www.naturalshore.com/>

<https://www.instagram.com/naturalshore/>

<https://www.facebook.com/naturalshore>

USING ECOLOGY TO RESTORE LAND AND WATER