CASSIA COUNTY

FULL-TIME JOB DESCRIPTION

Noxious Weed Control Technician

JOB TITLE: Noxious Weed Control Technician
REPORTS TO: Department Head – Noxious Weed Control
DEPARTMENT: County Noxious Weed Control
POSITION STATUS: Full-Time

POSITION SUMMARY

The Cassia County Noxious Weed Control Technician assists the Department Head with identifying, mapping, monitoring, and controlling noxious weeds throughout Cassia County on public and private lands.

This position is responsible for conducting field inspections, applying chemical and other approved weed control treatments, maintaining accurate treatment records, operating and maintaining department vehicles and equipment, and providing field oversight of seasonal employees.

The successful candidate must demonstrate strong initiative, dependability, attention to detail, sound judgment, and the ability to work independently in remote locations with limited or no radio or cellular communication. The position requires the ability to follow instructions, complete assigned projects thoroughly, maintain accurate records, and communicate effectively with supervisors, coworkers, landowners, and the public.

PRIMARY RESPONSIBILITIES

1. Noxious Weed Identification and Control

A. Survey public and private lands throughout Cassia County to identify, monitor, and map noxious weed infestations.
B. Identify state-listed noxious weeds and other invasive plant species.
C. Apply appropriate chemical, mechanical, and biological weed control treatments.
D. Understand and follow herbicide labels, application rates, timing, and treatment requirements.
E. Ensure assigned treatment areas are thoroughly inspected and treated according to department standards.
F. Identify additional infestations and report locations requiring attention.
G. Follow established department priorities and treatment plans.
H. Educate landowners and the public regarding weed identification, prevention, and control methods.

2. GPS Mapping and Field Navigation

A. Utilize traditional Bureau of Land Management (BLM) maps, onX Maps, and the department's specialized GPS weed-mapping program.
B. Accurately identify, record, and map noxious weed infestations and treatment locations.
C. Maintain accurate GPS points and mapping records.
D. Navigate remote and rugged terrain using maps, GPS equipment, and other available resources.
E. Maintain and submit required mapping information according to department procedures.
F. Ensure treatment locations and field observations are accurately documented.

3. Pesticide Application and Licensing

A. Possess or obtain and maintain a valid Idaho Professional Applicator License with the following categories: Agricultural Crop Pest Control (AC), Applicator Core Competency (CO), Forest Pest Control (FP), and Right-of-way Pest Control (RW).
B. Mix, handle, transport, and apply herbicides in accordance with product labels, applicable laws, EPA regulations, and department procedures.
C. Maintain knowledge of approved herbicides, application rates, target species, and appropriate treatment methods.
D. Properly maintain, calibrate, and operate spray equipment.
E. Follow all required pesticide handling, storage, transportation, and safety procedures.
F. Maintain accurate daily pesticide application records for every area treated.

4. Seasonal Employee Oversight

A. Provide field oversight of seasonal employees to ensure assigned work is completed safely, efficiently, and according to department procedures.
B. Monitor employee work practices and correct unsafe practices, improper procedures, or failure to follow instructions as needed.
C. Provide guidance and instruction regarding weed identification, treatment methods, equipment operation, and safety procedures.
D. Ensure seasonal employees understand their assigned duties and expectations.
E. Report ongoing performance concerns, failure to follow instructions, or repeated safety violations to the Department Head.
F. Help coordinate daily field activities and promote productive and safe working conditions.

5. Independent Field Operations and Work Completion

A. Independently plan and complete assigned fieldwork with minimal or no direct supervision.
B. Follow verbal and written instructions and established department priorities.

C. Ask for clarification when assignments, treatment boundaries, or expectations are unclear.
D. Take responsibility for completing assigned projects thoroughly and according to department standards.
E. Recognize when additional treatment is needed and communicate areas of concern.
F. Notify the Department Head when assignments cannot be completed, field conditions prevent treatment, or unexpected circumstances arise.
G. Exercise sound judgment when working in remote locations with limited or no radio or cellular communication.
H. Manage assigned time and resources efficiently while maintaining safe and thorough work practices.

6. Daily Records and Documentation

A. Complete pesticide application records daily for every area treated.
B. Document treatment locations, target weed species, chemicals used, application rates, treatment dates, and other required information.
C. Maintain accurate GPS mapping information and field records.
D. Document incomplete assignments, untreated areas, obstacles, and locations requiring follow-up.
E. Submit daily spray records and required documentation according to department procedures and deadlines.
F. Maintain accurate records that allow the department to verify where, when, and how treatments were completed.
G. Complete daily activity reports and other required department paperwork.

7. Vehicle, Equipment, and Tool Maintenance

A. Ensure department vehicles receive scheduled servicing and preventative maintenance.
B. Regularly check engine oil, fluid levels, tires, and general vehicle operating condition.
C. Identify mechanical issues, equipment damage, and maintenance needs.
D. Ensure identified maintenance concerns are reported and addressed promptly.
E. Maintain spray equipment in safe and proper working condition.
F. Properly clean, inspect, and store spray equipment and tools.
G. Operate and maintain trucks, ATVs, UTVs, RTVs, trailers, and other department equipment.
H. Maintain organized equipment and work areas and ensure equipment is ready for daily operations.

8. Public Relations and Interagency Coordination

A. Communicate professionally and respectfully with landowners, county personnel, and the public.

B. Provide information and assistance regarding noxious weed identification and control.
C. Coordinate weed control efforts with the Bureau of Land Management (BLM), Forest Service, other federal and state agencies, and private landowners.
D. Represent Cassia County Noxious Weed Control in a professional manner.
E. Follow department policies and direction when addressing public concerns or requests.

QUALIFICATIONS AND EXPERIENCE

Required Qualifications:

A. High school diploma or equivalent.
B. Valid Idaho driver's license.
C. Ability to obtain and maintain an Idaho Professional Applicator License with categories: Agricultural Crop Pest Control (AC), Applicator Core Competency (CO), Forest Pest Control (FP), and Right-of-way Pest Control (RW).
D. Ability to safely operate four-wheel-drive vehicles, ATVs, UTVs, RTVs, and spray equipment.
E. Ability to work independently and complete assigned duties without constant supervision.
F. Ability to follow verbal and written instructions and apply established procedures consistently.
G. Ability to maintain accurate records and use GPS mapping equipment and computer programs.
H. Ability to communicate effectively with supervisors, coworkers, landowners, and the public.

Preferred Qualifications:

A. Previous noxious weed control or vegetation management experience.
B. Knowledge of herbicides, pesticides, and application methods.
C. Previous experience operating and maintaining spray equipment.
D. Knowledge of GPS mapping, onX Maps, and BLM mapping systems.
E. Mechanical aptitude and experience with vehicle and equipment maintenance.
F. Experience providing field direction or oversight to employees.
G. Knowledge of Idaho noxious weed laws and applicable pesticide regulations.
H. Knowledge of fabrication and mechanical

WORK ENVIRONMENT AND PHYSICAL REQUIREMENTS

A. Position requires extensive outdoor fieldwork throughout Cassia County.
B. Work may involve steep hillsides, uneven terrain, brush, remote locations, and varying weather conditions.
C. Must be physically capable of walking, hiking, climbing, bending, lifting, and carrying equipment as required by assigned duties.

D. Must be able to work around and handle herbicides and pesticides while following all required safety procedures and using appropriate personal protective equipment.
E. Work may involve extended periods operating vehicles, ATVs, UTVs, and spray equipment.
F. Summer work schedules may require extended workdays ranging from 12 to 16 hours depending on seasonal workload, weather, and treatment conditions.
G. Travel throughout the county is required.
H. Some assignments will be conducted in locations with limited or no cellular or radio communication.
I. Must be able to work independently and exercise sound judgment in remote field conditions.
J. Ability to lift heavy stuff up to 100lbs
K. Ability to keep a clean and organized areas in a shop, grounds and surrounding areas.
L. Keep inventory accurately.
M. Do what is required of the Job when asked.
N. Work and stand long days in shop area.

WORK SCHEDULE

The position is full-time. Work schedules may vary depending on seasonal weed growth, weather conditions, treatment windows, and department priorities.

During peak summer operations, extended workdays of approximately 12–16 hours may be required to complete seasonal treatment objectives. Flexibility in scheduling and availability for extended field assignments are essential.

ESSENTIAL JOB PERFORMANCE EXPECTATIONS

The Noxious Weed Control Technician is expected to:

1. Complete assigned work safely, accurately, and efficiently.
2. Demonstrate dependability, punctuality, and initiative.
3. Follow supervisory direction and established department procedures.
4. Complete assigned treatment areas thoroughly and report any areas left untreated.
5. Maintain accurate daily spray records and GPS information.
6. Communicate field progress, concerns, and unexpected conditions to the Department Head.
7. Demonstrate the ability to work independently and make responsible decisions in remote locations.
8. Maintain vehicles, equipment, and tools in safe operating condition.
9. Demonstrate professional conduct and accountability.
10. Accept constructive feedback, apply corrections, and demonstrate improvement when needed.

11. Perform duties in accordance with county policies, applicable laws, safety requirements, and pesticide regulations.
12. Clean, organize, and work in shop.

OVERALL, PURPOSE

The Noxious Weed Control Technician supports Cassia County's ongoing efforts to protect public and private lands by identifying, monitoring, mapping, and controlling noxious weed infestations.

Through effective fieldwork, responsible pesticide application, accurate documentation, equipment maintenance, and coordination with seasonal employees, the technician helps prevent the spread of invasive species and maintain healthy landscapes, agricultural lands, and wildlife habitat.