

JOB TITLE**Lead Facilities Crew Member****POSITION SUMMARY**

The Lead Facilities Crew Member plays a critical role in executing and overseeing a wide range of construction, maintenance, and infrastructure projects for the Catalina Island Conservancy. This individual must be highly skilled in multiple trades, able to lead by example, and capable of working in remote, rugged conditions with limited supervision or guidance.

LOCATION

This role is based in the interior of Catalina Island in our Middle Ranch location.

KEY RESPONSIBILITIES

- Perform skilled construction and maintenance tasks, including plumbing, framing, electrical, foundations, concrete, roofing, flooring, drywall, and finish carpentry.
- Lead and support small crews in the field, providing technical guidance and hands-on work.
- Diagnose and resolve a wide variety of facilities issues with minimal instruction.
- Execute new construction, renovations, and maintenance for residential and commercial buildings.
- Maintain and repair island infrastructure including paved and unpaved roads, culverts, trails, Romtecs, and campground facilities.
- Ability to operate and maintain safety standards for all types of construction equipment and tools necessary for construction, repair, and maintenance projects.
- Operate vehicles, tools, and equipment as needed for tasks such as hauling debris, moving materials, or completing excavation work.
- Participate in non-standard facility duties such as bison herding, trash hauling, remote material delivery, and other island-specific logistics.
- Complete grounds maintenance tasks, including mowing, string trimming, brush clearing, and light landscaping.
- Ensure safety standards are followed and maintained in all work activities.
- Communicate effectively with team members and supervisors to ensure tasks are understood and completed on schedule.



QUALIFICATIONS

Skills & Abilities

- Proven experience in multiple construction trades with advanced competency in at least 3 core areas (e.g., electrical, plumbing, framing).
- Strong ability to troubleshoot issues and carry out repairs independently.
- Ability to effectively use facility related computer software and other tech for daily task and project management, as well as Microsoft Outlook and Microsoft Teams for communication.
- Ability to read and interpret construction plans and maintenance documentation.
- Comfort working with limited communication access and in physically demanding conditions.
- Ability to operate trucks, trailers, and a variety of power and hand tools safely and effectively.
- Capable of leading small teams on-site and ensuring high work quality.
- Experience working in commercial facilities or state park facilities is a plus.
- Ability to perform physically demanding tasks, including lifting and carrying materials up to 50 pounds, operating tools and equipment, standing, bending, and walking for extended periods, and working outdoors in varying terrain and weather conditions.
- Willingness to live full time on Catalina Island. Roommate-style rental housing may be available.
- Flexible, team-oriented, and dependable.

Education & Experience

- High school diploma or equivalent experience
- Minimum 5 years of experience in key construction trades, particularly in a lead, foreperson, or superintendent role.
- Valid driver's license with a clean driving record

COMPENSATION & BENEFITS

Estimated Starting Salary Range:

\$28.00 - \$34.00 per hour, based on skills and experience.

This is a nonexempt position and is eligible for overtime.



We're proud to support the health and wellbeing of the people we employ. Our comprehensive benefits package includes a 403(b) retirement savings plan with a 3% employer contribution and a 5% match — fully vested after two years — as well as access to healthcare coverage, flexible spending accounts, paid time off, life and disability insurance, an employee assistance program, and professional development opportunities.

ADDITIONAL INFORMATION

Eligible for Island Living and Cell Phone Stipend Programs. Ask our recruiter for details.

HOW TO APPLY

Please send a resume to jobs@catalinaconservancy.org, listing the job title in the subject line.

EQUAL OPPORTUNITY COMMITMENT

Catalina Island Conservancy is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, marital status, medical condition, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

OUR STORY

The mission of the Catalina Island Conservancy is to be an exemplary steward of Island resources through a balance of conservation, education, and recreation.

The Conservancy's vision is for a beautifully functioning Island ecosystem for all to enjoy. Just off the densely populated Southern California coast, Catalina Island is home to approximately 4,000 year-round residents and more than 60 endemic species of plants and animals found nowhere else on Earth.

The Catalina Island Conservancy protects 88 percent of Catalina Island's approximately 48,000 acres, including the region's longest publicly accessible undeveloped coastline.

The Conservancy is a research and conservation leader, protecting and restoring vulnerable habitats and species in its Mediterranean climate. Conservancy staff guides Island ecosystem recovery with the goal of generating a resilient, self-sustaining ecosystem with no endangered forms of life.



**CATALINA ISLAND
CONSERVANCY**

JOB POSTING

The Conservancy offers recreational experiences and educational programs for not only the 300,000 annual visitors who choose to visit the unique and special Conservancy “Wildlands Ecosystems” but also inspires the nearly 1.2 million visitors to other parts of the Island. Recreation, educational engagement, service opportunities, and partnerships connect the Island’s unique resources to people’s lives, inspiring environmental stewardship and action.

The Catalina Island Conservancy is a 501(c)(3) non-profit public charity established in 1972 to protect and restore Catalina Island for future generations to experience and enjoy.

CONSERVATION

EDUCATION

RECREATION