



FIELD SUPERVISOR

Position Description

SUMMARY

At Pono Pacific, we strive to nurture a culture of hard workers with positive attitudes and strong moral character who are team players, community-minded, and will hold coworkers to the same standard of expectations. The **Field Supervisor** will act as a representative of Pono Pacific, act in the best interest of the company and its employees, and act in a fair, safe, effective, and legal manner.

The Field Supervisor will primarily focus on maintaining strong team morale and quality control, while leading safe field operations. He/She must possess a high degree of leadership and organizational skills, as well as demonstrated proficiency in technical aspects of conservation field work.

FIELD WORK DUTIES/RESPONSIBILITIES

- Coordinate field operations with frequent communication with Project Manager(s)
- Daily check in with Project Manager
- Oversee tasks of the field crew while working alongside them
- Maintain company equipment and assets both in the field and at the base yard
- Lead by example, exemplifying and enforcing all company policies and procedures for field operations
- Other project-specific duties as necessary

PLANNING & DATA RESPONSIBILITIES

- Minimum 2 days a month to work out of the base yard office to coordinate project operations for the month with management and admin.
- Participate in weekly operations meetings by providing current project status and identifying areas of need
- Submit weekly data reports to Project Management at the end of the work week
- Assist Project Managers with project deliverables as needed

SUPERVISORY RESPONSIBILITIES

- Serve as a liaison between Crew and Upper Management including communicating relevant information (expectations, progress, schedule/policy violations, misconduct, etc), handling disputes, recommending congratulatory/disciplinary action
- Directly supervises approximately 10 Field Workers (varies by project, but generally oversees 2-6 at a time)
- Participates in the recruiting/interview efforts for the Conservation Crew
- Empower colleagues and subordinates through technical expertise in areas including but not limited to: safety, herbicide application, operating power tools/heavy machinery, fence construction techniques, accurate data collection and reporting, GPS/GIS systems, reading topographic maps/navigating via compass, etc.
- Attend and participate in company meetings and trainings/professional development
- Complete Quarterly Crew Performance Evaluations and submit to management
- Identify areas of concern or development that the crew may need support in

COMPENSATION

- Minimum: \$20 per hour (paid every other Friday through Altres)
- Advancement opportunities available

QUALITIES

- Excellent interpersonal communication and time management
- Ability to lead/motivate diverse personality types
- Accountability while working under minimal supervision/direction and produce strong results
- Entrepreneurial mindset that will look to build the position and company
- Deep care for environmental conservation in Hawai'i
- Able to travel for days at a time, sometimes in remote areas depending on the project

To apply, please email, ponojobs@ponopacific.com, with your current cover letter and resume