



Our mission is ... to approach every job with professionalism, integrity, and the skills to mitigate safety hazards.

## Arborist – Lead Climber

**Location:** Humboldt County (Field-Based) | **Employment Type:** At-Will | **FLSA Status:** Non-Exempt | **Pay:** \$28–\$45/hour DOE and estimating track record.

### About the Role

We are seeking an experienced, safety-focused Arborist Lead Climber. This is a skilled, high-responsibility position leading technical tree removals and pruning operations across residential, commercial, and municipal sites. Be aware that your job responsibilities may change at any time during your employment. From time to time, you may be asked to work on special projects, or to assist with other work necessary or important to the operation of your department or JFTS. Employment is **at-will** — either party may end the employment relationship at any time, with or without cause or notice. Hours are not guaranteed and vary based on weather, seasonal demand, and available contracts.

### Key Responsibilities

- Serve as lead climber on technical removals, large-scale pruning, and hazard tree operations
- Plan and execute crane-assisted removals: rigging attachment, crane signal communication, and cut sequencing
- Select and set up rigging systems (blocks, friction devices, rigging rings, slings) based on load, structure, and site
- Operate chainsaws safely at height, including top handles and specialty bars
- Assess tree structure, decay, and failure risk prior to and during climbing
- Direct and mentor ground crew during operations
- Conduct pre-job tailgate safety meetings and site hazard assessments
- Maintain, inspect, and care for personal climbing gear and shared rigging equipment
- Assist ground crew with brush removal, chipping, cleanup, and site restoration
- Comply with all Cal/OSHA regulations, ANSI Z133 standards, and company safety policies
- Maintain a workforce culture of positivity, growth mindsets, professionalism, and integrity.

### Required Qualifications

- Minimum 3–5 years professional tree climbing at a journey level

- Demonstrated crane-assisted removal experience, including hand signal protocols and rigging attachment
- Advanced proficiency in SRT, DdRT, and mechanical ascent systems
- Expertise in friction/mechanical rigging: load assessment, vector forces, controlled lowering
- Proficient with top-handle and rear-handle chainsaws at height
- Ability to identify tree species, structural defects, and hazard indicators
- Valid California driver's license with clean MVR; ability to operate and tow equipment trailers
- Ability to lift 35 lbs and perform physically demanding work in all weather conditions

## Preferred Qualifications

- ISA Certified Arborist or Tree Worker Climber Specialist certification
- ISA Tree Risk Assessment Qualified (TRAQ)
- California CDL Class A
- TCIA Certified Treecare Safety Professional (CTSP)
- First Aid / CPR certification
- Experience with WUI fuels reduction or utility vegetation management is a plus

## Work Environment

Outdoor work at height in all weather conditions, on varied terrain, near structures and utilities. Safety-sensitive position subject to pre-employment and random drug screening per Cal/OSHA.

## What We're Looking For

- Uncompromising safety mindset with a professional culture
- Calm, decisive leadership under pressure and in dynamic field conditions
- Strong verbal communication with crew, clients, and agency partners
- Ability to hold crew accountable while maintaining cohesion and morale
- Production-oriented discipline — without ever compromising safety

## Compensation & Hours

**\$28–\$45/hour** depending on experience and credentials. Hours vary and are not guaranteed. Subsistence pay and mileage reimbursement for travel assignments. Certification incentive pay available for ISA, TRAQ, and CDL credentials.

### Additional:

- Certificate & Qualification Incentive Pay — premium hourly rate for active TRAQ, ISA, CDL Class A, CTSP.
- Subsistence Pay — for overnight/travel project assignments
- Professional Development — company support for maintaining and upgrading qualifications and training
- Growth Opportunity — direct pathway into Operations leadership as the company scales its contract portfolio

## Benefits

**PTO:** Accrues at ~0.0385 hrs/hr worked, up to 80 hrs (10 days)/year. Available after 90 days. Capped at 80 hrs; unused PTO paid out upon separation per California law.

**Paid Sick Leave:** 1 hr per 30 hrs worked; minimum 40 hrs/year per California law. Separate from PTO; not paid out upon separation. Available after 90 days.

**Health (eligible after 60 days, 30+ hrs/week avg):** Company provides a monthly HSA stipend toward a qualifying HDHP/HSA-eligible plan, giving employees portability and flexibility. Company contributes toward individual premium.

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## Why Jones Family Tree Service

Jones Family Tree Service is a young, family-owned company — and that is exactly the point. We started with a commitment to doing this work the right way: genuine safety culture, professional standards, and deep roots in the Northern California communities we serve. We are not a corporate franchise or a revolving-door contractor. Every person on our team has a direct impact on where this company goes.

We operate across residential and commercial tree care and wildland-urban interface fuels mitigation, which means the work is varied, meaningful, and growing. Northern California's wildfire reality has made fuels mitigation urgent — and we take that responsibility seriously. When you work here, you are contributing to something that directly protects homes, landscapes, and lives in the region we call home.

Because we are in our early growth phase, the timing for joining this team matters. The leaders who come in now are the ones who will shape how this company operates and what it becomes. Advancement into senior field and operations roles is a real and near-term opportunity — not a distant promise.

If you are a skilled professional who wants to build something, work for a company that respects your craft, and do meaningful work in your own backyard — we want to talk.

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*This job description does not constitute a contract of employment, express or implied, nor a guarantee of hours or continued employment. Employment is at-will and may be terminated by either party at any time, with or without cause or notice, consistent with California law.*

*We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.*

 **Apply:** [info@jonesfamilytreeservice.com](mailto:info@jonesfamilytreeservice.com)  **Call:** 707-878-7337