



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

Crew Boss

Company: Jones Family Tree Service **Location:** Humboldt County / Willow Creek Area | **Employment Type:** At-Will | **Schedule:** Full-Time, Year-Round Potential | **FLSA Status:** Non-Exempt | **Compensation:** \$32-\$45 DOE – Competitive with experience & qualifications

About Jones Family Tree Service

Jones Family Tree Service is a professional, mission-driven company focused on wildfire resilience and community protection in Northern California. We are expanding our WUI and shaded fuel break operations across Humboldt County and surrounding areas, and we are looking for experienced wildland professionals ready to lead meaningful landscape management driven fuels mitigation work close to home — at a high operational standard.

Employment is **at-will** — either party may end the employment relationship at any time, with or without cause or notice. Hours and scheduling will vary based on contracts, project availability, weather, and seasonal conditions. Year-round work is the goal and trajectory of this role; it is not guaranteed.

Position Overview

Jones Family Tree Service is seeking an experienced **Forestry Fuels Crew Boss** to lead wildfire mitigation and fuels reduction operations throughout Humboldt County and surrounding areas.

We are looking for a candidate with **at least one season (minimum 1 year) as a Squad Leader on a Hotshot Crew or equivalent federal/state wildland crew experience**. The ideal candidate understands production, safety culture, crew cohesion, and operational accountability at a professional wildland fire standard.

This role will lead fuels reduction crews on shaded fuel breaks, WUI mitigation, prescribed fire support, and forestry thinning projects.

This may also transition into other duties as assigned.

Minimum Experience

- 1+ year experience as a **Squad Leader on a Type 2 IA or Type 1 Hotshot Crew** (preferred) or equivalent leadership experience on a federal/state wildland fire crew
 - Strong working knowledge of NWCG standards and ICS structure
 - Demonstrated leadership, accountability, and crew development
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Preferred NWCG or State Qualifications

We value strong qualifications. Ideal candidates may hold some or many of the following:

- **CARX (CA Prescribed Fire Burn Boss or task book opened)**
- **CRWB (Crew Boss)**
- **FIRB (Firing Boss)**
- **RXB2 (Prescribed Fire Burn Boss Type 2)**
- **ICT5 (Incident Commander Type 5)**
- **FAL2 (Type II Faller)**
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Bonus Qualification

- **TFLD (Task Force Leader)**
- **STCR (Strike Team / Crew Leader)**
- **FAL1 (Type I Faller)**
- **OSC3 (Operations Section Chief Type III)**
- **SOF (Safety Officer)**
- **DIVS (Division/Group Supervisor)**

(Active qualifications preferred; trainees with strong experience will be considered.)

Responsibilities

- Lead and supervise fuels reduction crews (sawyers and swampers) on daily operations
- Ensure production goals are met while maintaining strict safety standards — safety is never traded for output
- Conduct tailgate safety briefings and job hazard analyses at the start of each shift
- Maintain full NWCG and Cal/OSHA compliance across all field operations

- Coordinate with project managers, agency representatives, and landowners
 - Oversee equipment readiness, inventory, and maintenance accountability
 - Develop and mentor crew members toward higher qualifications and responsibilities
 - Complete daily field documentation, production logs, and incident/near-miss reports
 - Support prescribed fire operations as directed and qualified
 - Perform other duties as assigned by operations leadership
 - Maintain a workforce culture of positivity, growth mindsets, professionalism, and integrity.
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What We're Looking For

- Uncompromising safety mindset with a professional wildland fire 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
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Compensation

Pay is **competitive and commensurate with experience, NWCG qualifications, and certifications**. Specific rate discussed at interview. Qualification incentive pay available for active NWCG credentials. Subsistence pay and mileage reimbursement provided for extended project assignments away from home.

Benefits

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

Paid Sick Leave: 1 hour accrued per 30 hours worked; minimum 40 hours (5 days) per year per California's Healthy Workplaces, Healthy Families Act. Separate from PTO; not paid out upon separation. Available after 90 days.

Health (eligible after 60 days, averaging 30+ hrs/week): Company provides a monthly HSA stipend toward a qualifying High Deductible Health Plan, giving employees flexibility and portability. Group health insurance enrollment also available; company contributes toward individual premium — details provided at offer.

Additional:

- NWCG Qualification Incentive Pay — premium hourly rate for active CRWB, DIVS, FIRB, FAL1/2, and other credentials
 - Subsistence Pay — for overnight/travel project assignments
 - Professional Development — company support for maintaining and upgrading NWCG qualifications and training
 - Growth Opportunity — direct pathway into Operations leadership as the company scales its contract portfolio
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Why Join 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.

This job description does not constitute a contract of employment, express or implied, nor a guarantee of hours or continued employment. Employment with Jones Family Tree Service 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  **Call:** 707-878-7337