



JOB POSTING

FIELD CREW SUPERVISOR

The Park People works throughout Denver with communities to plant trees and improve parks for a healthy, resilient future. Join a team working at the intersection of some of today's most pressing issues – climate change, equity, health, and urban sustainability. Help us grow our impact and make a difference for the future, our communities, and the planet.

Position Summary:

The Field Crew Supervisor (Supervisor) plays an important role in The Park People's TreeForce program. The Supervisor will work closely with the Workforce Development Manager to fulfill the purpose of the program: to provide career readiness and tree industry skills training to connect individuals facing barriers to employment with meaningful career opportunities in urban forestry. The Supervisor will help plan and co-facilitate the program (anticipated schedule: planning November–February; active facilitation March–October). As such, the position requires a knowledge of tree basics, effective group facilitation skills, and operational/logistics know-how.

Fieldwork will take place throughout the metro area. The pre-apprentices (Participants) will primarily be from priority populations, including low income, under-represented communities, and formerly incarcerated individuals. Experience and openness to working with people facing barriers to employment and across lines of diversity is required for this role. The Supervisor must be able to work independently and with a team. As a TreeForce staff member, they will report to the Workforce Development Manager (Manager) and co-lead a cross-functional team on cohort instruction and facilitation.

Duties & Responsibilities:

- Instruct and perform the day-to-day classroom and field components of the program, in the following activities: tree planting, siting and selection, health assessments, pruning, safe chainsaw use, knots, tree crew basics including call-and-response, and tree identification
- Lead crews of up to 15 participants
- Coordinate logistics, from shed organization to scheduling tree planting with residents
- Provide instructional support for Participants
- Supervise and facilitate Partner-led classroom days and site visits
- Serve as a role model by demonstrating punctuality, professionalism, high standards, and expectations of working on a crew
- Foster safe working conditions for crew
- Drive vehicles with Participants and equipment
- Document details of fieldwork and Participant activities and report back to the Manager regularly
- Work with the Manager to coordinate program activities and engage with stakeholders and partners
- Keep vehicles, shed, tools, and equipment clean and in good working order
- Communicate consistently and effectively with the Participants, program partners, and other Park People staff and community members
- The Supervisor will also assist with other team duties supporting TreeForce and other Park People activities as needed

Required Qualifications:

- High school diploma
- At least 1 year (2+ years preferred) of work experience as a member of a field crew (arboriculture or urban forestry)
- Working knowledge of municipal or private-sector tree crew expectations and dynamics (experience running crews or as a crew lead is a bonus)
- Experience being a leader and mentor
- At least 1 year (2+ years preferred) experience in tree biology, tree identification, diagnosis and dealing with plant stresses, insects and disease; and basic pruning techniques or a closely related forestry/ horticultural field
- Ability to lift 50+ pounds, stand, crouch, and conduct other movements associated with manual labor activities throughout the day
- Ability to safely drive large, non-CDL vehicles in the city and on local highways
- Competent in basic Microsoft Office (Word, Excel, Teams), Google Suite (Docs, Sheets, Gmail)
- Ability to manage activities and conflicts calmly and in a professional manner under minimal supervision
- Critical thinking and problem-solving skills
- Reliable and punctual
- Passion for trees, nature, the outdoors, and the ways our communities are interconnected
- Valid driver's license, access to reliable transportation, and proof of auto

Desired Qualifications:

- Fluency in Spanish
- Associates or Bachelor's degree in forestry, natural resources, horticulture, or similar
- Experience performing rope and saddle work as a climber
- Experience with large equipment such as chippers and driving CDL vehicles
- Familiarity with the trees and plants common to Denver
- Experience as a crew lead or in a supervisory role, giving and receiving feedback, evaluating performance
- Experience public speaking or representing employers via committee membership and other industry groups
- Lived experience as a member of a priority population, such as those identified in the position description

HOURS/SALARY, APPLICATION DEADLINE:

This is a full-time (40-hour week), non-exempt position with a hybrid work schedule (in-office, remote, and in the field), with some evenings and weekends required. In addition to the opportunity to work with passionate people and make a difference, TPP offers three weeks of vacation, eight paid holidays, six floating holidays, sick time, a one-week office closure at the end of the calendar year during which work is limited to specific duties, a \$400 monthly benefits stipend for full-time employees, and a 403b retirement plan. Compensation range is \$27.50-\$29.50/hour, commensurate with experience.

The Park People is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination or harassment of any applicant or employee on the basis of age, race (including traits historically associated with race, including, but not limited to hair texture, type and length, and protective hairstyles), color, religion, ethnicity, national origin, creed, ancestry, disability (mental or physical), sex, sexual orientation, gender, gender identity, gender expression, citizenship, immigration status, military or veteran status, marital status, pregnancy, child birth or other related conditions, genetic information, or any other characteristic or status protected under applicable federal, state or local law.

APRIL 2026

If you are excited about our mission but do not feel you meet all desired qualifications, we still encourage you to apply!

To Apply: Please send resume and cover letter describing your qualifications for this role by May 8, 2026, to sandra@TheParkPeople.org (subject line "Field Crew Supervisor").

The Park People is a 57-year-old 501(c)(3), Denver-based non-profit organization working with communities to plant trees and improve parks for a healthy, resilient future. We pursue this mission by raising funds for capital projects and through our programs: *Denver Digs Trees*, *Community Forester*, *Mile High Tree Champions*, *Park Legacy*, and *TreeForce*.

Visit TheParkPeople.org to learn more. Thank You!