



**Job Title:** Equipment Operator  
**Department:** Maintenance  
**Reports To:** Lead Road Maintenance Operator  
**FLSA Status:** Non-exempt; Full time  
**Last Revised:** February 2022

White Oak conserves and sustains some of the earth's rarest species through sustainable conservation breeding, education, and responsible land stewardship. The conservation programs span 700 acres along the Saint Marys River in northeast Florida, surrounded by 17,000 acres of mixed forest and wetlands that make up the beautiful White Oak property. White Oak serves as a premier hub offering adults and students the opportunity to experience wildlife conservation first-hand through professional training programs and immersive conservation experiences.

**White Oak Mission:**

Save endangered wildlife and habitats through sustainable conservation breeding, education, and responsible land stewardship.

**Position Purpose**

Manage and maintain grasses and vegetation associated with access roads, roadsides, trails, pastures, fields, access gates, and other right of ways and provide equipment support for all departments at White Oak Conservation.

**Essential Responsibilities**

The essential duties and responsibilities of this position include the following. Other duties may be assigned.

- Manage and maintain grasses and vegetation associated with secondary roads, roadsides, trails, pastures, fields, access gates, drainage culverts, and other right of ways across the landscape of White Oak Conservation property.
- Safely operate equipment and associated implements (examples include farm tractors, backhoe, mowers, skid steers, weed eaters, chainsaws, and other similar equipment)
- Manage and maintain secondary gates and surrounding areas at property access points.
- Ensure equipment is in safe operating condition.
- Determine appropriate methods, materials and equipment necessary to complete tasks assigned.
- Work closely with Natural Resources to assist with wildfire suppression measures, controlled burning, and other various land management projects.
- Follow and use proper and safe procedures including personal protective equipment.
- Inspect and perform preventative maintenance such as lubricating and making minor mechanical repairs before using equipment. Notify mechanics of any necessary repairs needed to equipment.
- Maintain, clean and safely store all equipment; clean and maintain shop and office areas.
- Assist in routine road maintenance, drainage system maintenance, and flood control. Activity may include mowing; brushing; maintaining culverts; maintaining ditches; managing beaver dams; box blading; reshaping and improving shoulders; and clearing debris from roadways and trails; and vegetation management.
- Maintain regular, predictable and punctual attendance during regularly scheduled work hours at assigned worksite.
- Assist Support Services teams as needed

**Minimum Qualifications:**

- Minimum of 3 years experience operating farm tractors and associated implements
- Ability to attach and adjust tractor implements such as mowers, harrows, box blades, etc.
- Experience operating backhoes, skid steers, and zero turn mowers
- Certificates of competencies in equipment operation skills and safety are preferred.
- Florida or Georgia Driver's License is required
- Ability to identify and react appropriately to hazards.
- Ability to operate without direct supervision and be self-motivated, persistent, confident, tenacious, and take pride in work

- Flexibility in work hours and schedule; job may occasionally require working long hours, weekends, and holidays.
- Dependable, trustworthy, and neatly groomed
- Attentive to detail and always alert to ensure safety
- Ability to work in inclement weather, extreme temperatures, noise, hazardous materials, and occasionally lift over 50 lbs.

### **Why White Oak?**

Opportunity to work in a beautiful, one-of-a-kind place with access to White Oak amenities.

Competitive salary.

Three health plan options to meet you and your family's needs.

Affordable Dental and Vision coverage.

100% company-paid Life, AD&D, Short-term, and Long-term Disability.

401(k) retirement plan with a company matching contribution.

***White Oak Conservation is committed to creating an environment where diverse perspectives are welcome, and to nurturing a culture where everyone feels valued and appreciated. We are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to gender, race, color, age, national origin, religion, disability, marital status, sexual orientation, gender identity/expression, citizenship, pregnancy or maternity, veteran status, or any other status protected by applicable national, federal, state, or local law.***