

Forest & Conservation Workers

Job Posting: 4810388 **Posted On:** Aug 06, 2026 **Updated On:** Aug 06, 2026

Job Description

Forest & Conservation Workers. 420 temporary/full-time positions with Superior Forestry Service, Inc. (AR) from 10/16/2026 - 8/15/2027.

Under supervision, perform manual labor necessary to develop, maintain, or protect forests, forested areas, woodlands and remote utility right of ways through such activities as hand and machine planting, transporting tree seedlings, nursery and applying herbicides. Plant bare-root or containerized trees using a shovel, hoe dad, dibble bar, or hoe. Transport trees in a tree bag. Dig holes at pre-determined intervals and insert seedling. Tamp soil around plant with foot and planting tool. Select optimum planting location to meet spacing, soil and shade requirements. Apply herbicides or fertilizers to or around tree seedlings to manage competition or promote growth. Spray or inject vegetation with herbicides to reduce competing vegetation to maintain forest tracts and to remove and to inhibit excess vegetation along power lines using backpack sprayer or other hand-held equipment. Confer with other workers to discuss issues such as safety. Workers who apply for and obtain an FLC or FLCE certificate of registration with driving authorized by the USDOL Wage and Hour Division during the employment period may transport workers, count and check, and may be offered additional work hours. These jobs involve propagating, protecting, and managing forest tracts. Drug free workplace. Drug testing may be conducted throughout the employment period at no cost to the worker.

Must be 18 years or older. Requires physical stamina. Work is in adverse weather. Must lift and carry 50 lbs. Extensive walking over rough terrain. Production standard of 2000 trees correctly planted per 8 hour day after one week of on the job training. Production standard 8,000 seedlings mechanically planted per 8 hr day after one week of on the job training. Work schedule and locations dependent on weather conditions. Must pass drug screenings.

No education or experience required.

On-the-job training will be provided to the worker.

Employer pays in advance or reimburses workers in the first workweek for all government-mandated and visa-related fees (excluding passport fees). For non-local workers (i.e., residing outside normal commuting distance), employer reimburses inbound travel costs at the 50% point in the contract (unless paid in advance). Inbound travel includes transportation costs from worker's permanent residence or place of recruitment, a daily meal subsistence (based on rates required by law, currently \$16.78 per day minimum without receipts; and with receipts, \$68.00 per day maximum for meals with \$110.00 per day maximum for lodging), and reasonable lodging costs, if applicable. Travel reimbursements based on least-cost common carrier rate. Employer provides or pays outbound travel costs upon completion of the contract period or early dismissal, except where the worker has subsequent employment.

Employer guarantees to offer hours equal to at least three-fourths of the workdays in each 12-week period of the total contract period, beginning with the worker's first workday and ending on the contract end date or any extension thereof. Employer may count all hours worked, as well as any hours offered within the standard work schedule that a worker chooses to not work, up to the maximum number of daily hours on the job order.

Workers who voluntarily abandon employment are not entitled to payment for outbound travel costs or the full three-fourths period guarantee described above.

Employer provides without charge all tools, supplies and equipment (incl. uniforms, if applicable) necessary to perform duties assigned. Optional lodging available at no cost to all non-local workers.

JOB LOCATION:

1320 E. Main Street Russellville, AR 72801 and multiple worksites within AL, AR, FL, GA, LA, MS, NC, OK, SC, and TX.

Employer provides incidental transport between job sites. Employer may deduct reasonable costs for daily transportation to/from worksite from designated pick-up location. Use of employer-provided transportation is voluntary.

WAGE INFORMATION:

Wage rate is no less than \$17.86-\$24.55 per Hour, depending on location. Overtime hours vary at: \$26.79-\$36.83 per Hour, depending on location. Employer may pay a piece rate of \$15-\$100 per 1000 tree seedlings planted correctly, or the prevailing wage in the area of intended employment, whichever is higher.

Raises and/or bonuses may be offered at employer's discretion, based on individual factors such as performance, skill, and tenure. A single workweek will be used to compute wages due. The payroll period is weekly. Workers are paid by check on Friday. The standard work schedule is from 8:00 AM until 5:00 PM, Monday through Friday.

Employer will offer 40 hours per week. Employer may offer more than the stated work hours, depending on weather, business needs, and other conditions. Extreme heat, cold, rain, or drought may affect exact working hours.

Employer makes all payroll deductions required by law. Employer does not envision other workforce-wide payroll deductions. Voluntary deductions must be pre-authorized in writing and may include the following: Voluntary advances and/or loans made to workers, if any, may be repaid by pre-authorized payroll deductions. Daily transportation to and from the worksite from a centralized designated pick-up place will be offered at a reasonable cost to workers. The use of this transportation is voluntary. Employer may deduct health insurance premiums for workers voluntarily participating in plan.

REFERRAL INSTRUCTIONS:

State Workforce Agency (SWA) may only refer qualified applicants who have been apprised of the material terms and conditions of employment and who are able, willing, and available for the job. Employer makes hiring decisions at its sole discretion. Referrals and applicants are accepted from all sources. Applicants must possess documentation required to complete Form I-9 employment eligibility verification.

To apply, contact employer at (479) 890-9354 , or apply at: Arkansas Department of Workforce Services, No. 2 Capital Mall Room 436, Little Rock, AR 72201, (501) 682-1015.

Job Overview

Job Type	Full Time
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Permanent/Temporary	Temporary
Internship	No
Shift(s)	Day Shift
Average Hours Per Week	40
Overtime	Available
Affirmative Action Job	No
Green Job	No
H-1B, H-2A, or H-2B Recruiting	H-2B Recruitment
Is there a formal program for training new employees?	No
Apprenticeship	No
Remote Available	No
Travel Required	Yes
Is driving an essential function of this job?	No
Is accessible by public transportation?	No

Pay Type and Salary

Wage Range	Wage: \$17.86 to \$24.55 dollars per hour
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Job Location

Superior Forestry Service, Inc.
23 Interstate Ave, Russellville, Arkansas 72802, United States

Superior forestry Service, Inc. is a forestry services company the provides tree planting and forestry maintenance throughout the United States.

Contact Information

Abigail Gonzalez , Personnel Administrator
(479) 890-9354