



PENN GROUP OF COMPANIES

Vegetation Control Contract Position

The Penn Group of Companies through its affiliate Penn Energy Renewables, Ltd. is currently seeking qualified candidates to fill the Vegetation Control Position in Lindsay/Uxbridge/Port Hope/Brantford area.

Penn is an innovative “first mover” renewable energy developer and/or owner of projects in the USA, Canada and worldwide. We successfully and creatively apply our core competencies in land acquisition, project development, and tenacious execution. Our renewable energy opportunities require ever increasing technical sophistication and system innovation, and Penn seeks highly creative and insightful talent.

Position Description

The Vegetation Controller’s objective is to maintain and improve the properties according to Owner’s standards. Each property consists of a solar power-generating facility (a Solar Farm) and also surrounding land and in some cases a house or other facility that is also owned by the Company. It is the Company’s intent to actively maintain all land within the property boundary that includes the land inside and outside the Solar Farm perimeter fence. “Actively maintaining” these lands involve, notably, the ability to at least be able to mow them using standard mowing equipment. The Vegetation Control Position will use Company-owned and rented equipment to perform the work required. Primary activities will include vegetation control from spring through fall and snow removal/equipment maintenance in winter, in addition to special projects such as land reclamation efforts. In addition, the candidate will be able to perform routine inspections of the mechanical systems of a solar farm and complete an inspection report on the findings. The Vegetation Control Position will report to the Company’s Field Director and will be located reasonably near the properties being maintained. The candidate will be required to move the equipment from site to site at times during the maintenance activities. The candidate will have the ability to operate, maintain, repair and assist in the purchase of new equipment. The ability to operate and computer, software and follow purchasing practices will be required.

Position Responsibilities

The following is required of the Vegetation Control position:

- Ability to work consistently (year-round) and independently (willing and comfortable working alone)
- The ability to at times work with others or in a team setting. Oversee additional help on site or other sites.
- Ability to assist in load, unload, secure and transport equipment from different sites.
- Experience with farming, landscaping, operating heavy equipment, and/or similar work
- Must have mechanical skills and experience: operating, maintaining and repairing tractors, skid steers, implements, power tools and hand-held equipment and other tools

- Willing and able to perform tasks including rock picking, hand-pulling weeds, shoveling snow, removal of snow from modules manually at times and/or other hand labor duties as required
- Must be willing to travel between sites and stay overnight for extended periods of time to complete scheduled or unscheduled work.
- Must be willing to work (at times) non-standard start times to complete work based on weather or other conditions. i.e. snow removal in the evenings or through the night.
- Must have a valid “G” driver’s license. An class “A” License is an asset.
- Must have the ability to operate a computer and related software.

Work Duties

The Vegetation Control position will be responsible for a variety of work duties including but not limited to the following:

- Perform vegetation control including grass cutting, weed abatement, invasive species identification and removal, tree trimming, and other maintenance at the properties according to an established maintenance schedule.
- Perform snow removal of the modules using the latest techniques. Via Machine or manual methods.
- Perform periodic general land clearing/reclamation including stone/rock picking, woody species clearing, soil grading and seeding/planting activities in order to re-establish areas that will be actively maintained, farmed or otherwise put to good use.
- Cut grass and maintain shrubbery at property houses and entrances (some of the properties have houses on them) according to the maintenance schedule.
- Perform routine maintenance or repairs to the property houses or facilities.
- Perform routine maintenance/inspections on mechanical systems for the solar farm and document findings.
- Identify and prevent woody species encroachment into the actively maintained boundary limits and take measures to keep the boundary clear.
- Repair/replace damaged or missing boundary markers so that there is a perpetual delineation of the Property limits and other boundaries.
- Monitor soil erosion and storm water control measures (e.g. ditches, level spreaders, culverts, infiltration trenches, silt fences (while applicable)) and ensure they are in proper working order on an ongoing basis. Perform necessary maintenance which may include silt removal or minor regrading to keep these measures in excellent working order. This may be inside or outside of the Solar Farm Properties.
- Inspect all property roads and graveled surfaces for evidence of erosion on an ongoing basis. If damage is found, investigate the root cause for the erosion and, in consultation with the Field Director, mitigate/eliminate the root cause in the course of carrying out repairs.
- Maintain and repair equipment as set forth in the equipment preventative maintenance schedule.

- As required, and under the direction of the Field Director, clean Solar panel surfaces and/or coordinate the cleaning of Solar panels using or with contract labor.
- Maintain friendly and cooperative “good neighbour” relations with neighbouring landowners, municipality representatives and the community as a whole. Effectively communicate to Company management any issue that arises with these parties.
- Maintain relations with farmers that have leased or may in the future lease Company land for agricultural purposes. Ensure farm equipment access is maintained.
- Perform snow clearing of the Solar Farm internal roads, E-house and I-house pads following snowfalls according to Company guidelines.
- Perform snow clearing at the company’s houses or other facilities.
- Evaluate snow accumulation on solar panels and help develop a practical and effective snow removal method.
- Irrigate, fertilize, and augment with topsoil/compost any property vegetation and plants when required to achieve healthy growth and to achieve objectives.
- Load, unload, and transport Company-owned equipment from property to property as required.
- Arrange for rental equipment when required to perform specialized tasks.
- Oversee additional labour or subcontractors that may be hired from time-to-time to do special projects or one-time work.

Requirements

- At least 3 years’ experience.
- Excellent interpersonal and organizational skills.
- Experience in the industry.
- Must have reliable transportation.
- Proficient in Microsoft Office suite (Word, Outlook, and Excel).
- Must be willing to work extended and/or flexible hours, when required, to meet deadlines.
- Must be able to stay overnight for some durations to complete a site-specific scope of work,

Travel

Travel is anticipated within the 300km area.

Compensation

Compensation will be competitive and commensurate with experience.

Application Instructions

If you are interested and qualified for this role, please send your resume summarizing your relevant experience, salary history and two writing samples, to jobs@penngroup.net for consideration by the company.

Principals only; no phone inquiries, please.