



## Midpeninsula Regional Open Space District - *JOB ANNOUNCEMENT*

### **Equipment Mechanic/Operator**

Annual Salary Range: \$111,740 - \$139,549  
plus full benefits including CalPERS Pension

*Application Deadline: Sunday, November 2, 2025*

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If you enjoy working hard in a beautiful outdoor environment with a group of like-minded people, we invite you to apply for the position of Equipment Mechanic/Operator (EMO) at Midpeninsula Regional Open Space District (Midpen). Enjoy the outdoors while transporting, operating and maintaining equipment used in the construction, maintenance, restoration and repair of public trails and rural roads in the foothills and ridges of the Santa Cruz Mountains. Anticipated start date is January 2026.

**About Midpen:** Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! At Midpen, we believe open space is for all. Our public lands are shared spaces provided for the community by the community. All people, regardless of background, deserve respect, dignity, safety, and a sense of belonging. Midpen welcomes all people to enjoy the public open space preserves we hold in trust, supporting the mental, physical, and social well-being of our region.

**About the Position:** The EMO reports to a Maintenance Supervisor or Field Resource Specialist in the Land Stewardship & Trails Department. The selected individual will be responsible for using heavy equipment such as loaders, excavators, dozers, agricultural tractors, backhoes and rollers. Other responsibilities include the operation and maintenance of gas and electric-powered tools such as chainsaws, welders, and compactors. For additional information about the position, see the [job description](#) on our website.

Assigned work location may be at any of these offices:

- South Area Office (SAO) – Campbell (Address: 240 Cristich Lane, Campbell, CA 95008)
- Foothills Field Office (FFO) – Cupertino (Address: 501 Rancho San Antonio Drive, Cupertino, CA 95014)
- Skyline Field Office (SFO) – La Honda (Address: 21150 Skyline Blvd., La Honda, CA 94020) [MAP](#)
- Coastal Area Outpost (CAO) – La Honda (Address: 5710 La Honda Road, San Gregorio, CA 94074)

*In addition to filling this position, we intend to create a pool of highly qualified candidates to fill future opportunities at Midpen for the position of Equipment Mechanic/Operator.*

#### **A Few Reasons Why You May Love This Job**

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment
- You'll be part of a talented and dynamic team whose work contributes to providing nature's benefits to everyone
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)
- 'Joint Resource Workdays' allow all district staff to get involved and work together on a variety of maintenance, resource management, habitat restoration and capital improvement projects.

#### **Education & Experience:**

*Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

High School Diploma or G.E.D. supplemented by specialized training in heavy equipment repair and operation and three (3) years of experience operating and transporting heavy equipment and maintaining and repairing vehicles, tools, and power equipment.

**Licenses and Certifications:**

- Possession of a valid California's Driver's License.
- Possession of, or ability to obtain, a valid California Class A Driver's License with appropriate endorsements within twelve (12) months of appointment
- Possession of, or ability to obtain, Basic First Aid and Cardiopulmonary Resuscitation (CPR) certification within six (6) months of employment.
- Depending on assignment, possession of, or ability to obtain, a District approved Fire Suppression Training certification, within twelve (12) months of assignment into the District's fire program.

**Working Conditions:** The EMO is a full-time position within the Land Stewardship & Trails Department. May be required to work evenings, weekends, and holidays. Following onboarding and successfully meeting job performance expectations, may be eligible for the flexible work program which includes 9/80 schedules. Must wear prescribed District uniform and adhere to strict safety procedures and work habits. Depending on the exposure, employee is required to wear head, hearing, eye, foot, face, hand, and full protection equipment. Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, hazardous physical substances and fumes, and poison oak.

Midpen reserves the right to limit or deny off-duty employment or business ownership which creates a conflict of interest or an incompatibility with District employment. Information can be found in the Personnel Policies and Procedures Manual [Section 4.13 Off-Duty Employment and Business Ownership](#).

**Benefits:**

Midpen provides a competitive benefits package including health, life and disability insurance, CalPERS pension and paid leaves.

**Apply online at [CalOpps.org](https://calopps.org).**

**[Application deadline is Sunday, November 2, 2025.](#)**

Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

*The following application items are required to be considered\*:*

1. Fully completed CalOpps employment application
2. Cover letter
3. Resume
4. Supplemental question responses

*\*Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.*

Upon receipt of a conditional employment offer, candidate must provide a current DMV report (request report by submitting form [INF 1125](#) to the DMV). Employment offers are conditional upon the results of a fingerprint background check and a pre-employment physical. For candidates with a commercial license, the Equipment Mechanic/Operator position is covered by the Department of Transportation (DOT) regulations. Therefore, prior to final selection, those qualifying candidates will be required to pass a pre-employment/pre-duty drug test. Additionally, Midpen employees with an active commercial driver's license who perform safety sensitive duties are subject to quarterly random DOT drug and alcohol testing.

**Recruitment Timeline:** (we are unable to accommodate individual schedules):

First interview (virtual): Wednesday, November 12, 2025

Skills Assessment (in-person): Tuesday, December 2, 2025

Final interview (in-person): Tuesday, December 9, 2025

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to Los Altos from outlying areas.

Midpeninsula Regional Open Space District is an Equal Opportunity Employer

Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at (650) 691-1200 or via email at [hr@openspace.org](mailto:hr@openspace.org).

*Put your passion for Open Space to work!*