



**Ecological Concerns, Inc.**  
**California Native Plants**  
**Ecological Restoration**  
**Botanical Consulting**

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**www.EcologicalConcerns.com**

## APPLICATION FOR EMPLOYMENT

**Before you fill out this application, please read the following:**

Ecological Concerns Incorporated prides itself on being a well respected, professional ecological restoration company and a quality business. We are looking for people who want to contribute to that quality. We are interested in people who **enjoy** working outdoors in a team-oriented environment. And we are interested in people who are not only willing, but **anxious** to work hard.

Please fill out this application **completely**. If you have a resume, you can attach it, but still complete the job application including the employment history section. If you have other work experience relevant to the job you are applying for, please provide us with the same information. We **do** check references, so please be complete with these details as well.

If your application is complete and if you are a qualified candidate for an opening, we may call you. If you would like to see the complete job description for a position, copies are provided upon request. We appreciate your interest in Ecological Concerns Incorporated.

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Date of Application \_\_\_\_/\_\_\_\_/\_\_\_\_ SS# \_\_\_\_-\_\_\_\_-\_\_\_\_  
Name \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_

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Position(s) applying

for: \_\_\_\_\_

Date you could start \_\_\_\_/\_\_\_\_ How did you find out about this opening? \_\_\_\_-

\_\_\_\_\_

Do you have any friends or relatives working for Ecological Concerns, Inc.

Yes \_\_\_ No \_\_\_

If yes, state name(s) and relationship: \_\_\_\_\_

Do you have the legal right to work in the United State? Yes \_\_\_ No \_\_\_

Upon employment can you submit verification of your legal right to work in the United States?

Yes \_\_\_ No \_\_\_

Are you 18 years of age or over? Yes \_\_\_ No \_\_\_

If not, can you submit a work permit upon employment? Yes \_\_\_ No \_\_\_

Are you available for work on weekends? Yes \_\_\_ No \_\_\_

Wage requirements \$ \_\_\_\_\_ (please specify an hourly amount)

List below all present and past employment starting with your most recent employer. Account for all periods of unemployment. You must complete this section even if attaching a resume.

Are you employed now? Yes\_\_\_No\_\_\_ May we inquire of your present employer?Yes\_\_\_No\_\_\_

**Current/Previous**

**Employer** \_\_\_\_\_ From \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Phone(\_\_\_\_) \_\_\_\_\_  
Your Position \_\_\_\_\_ Your Duties: \_\_\_\_\_  
\_\_\_\_\_  
Supervisor \_\_\_\_\_ Start Pay\$ \_\_\_\_\_ End Pay\$ \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_

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**Previous Employer** \_\_\_\_\_ From \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Phone(\_\_\_\_) \_\_\_\_\_  
Your Position \_\_\_\_\_ Your Duties: \_\_\_\_\_  
\_\_\_\_\_  
Supervisor \_\_\_\_\_ Start Pay\$ \_\_\_\_\_ End Pay\$ \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_

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**Previous Employer** \_\_\_\_\_ From \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Phone(\_\_\_\_) \_\_\_\_\_  
Your Position \_\_\_\_\_ Your Duties: \_\_\_\_\_  
\_\_\_\_\_  
Supervisor \_\_\_\_\_ Start Pay\$ \_\_\_\_\_ End Pay\$ \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_

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**Previous Employer** \_\_\_\_\_ From \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Phone(\_\_\_\_) \_\_\_\_\_  
Your Position \_\_\_\_\_ Your Duties: \_\_\_\_\_  
\_\_\_\_\_  
Supervisor \_\_\_\_\_ Start Pay\$ \_\_\_\_\_ End Pay\$ \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_

**Please describe any other work experience, skills, or knowledge that you possess which may be relevant to working at Ecological Concerns, Inc.:**

Do you have any commitments to another employer that might affect your employment with us? If yes, please describe: \_\_\_\_\_

Do you have any other commitments (i.e. school, training programs, etc.) that would prevent you from working at **specific times**: Yes\_\_\_No\_\_\_ If yes, please give times you are **not** available\_\_\_\_\_

Do you have any future plans or commitments that might interfere with your schedule at Ecological Concerns, Inc. ? Yes\_\_\_No\_\_\_If yes, please specify\_\_\_\_\_

What is the **maximum** number of hours per week you would work?\_\_\_\_\_

What is the **minimum** number of hours per week you would work?\_\_\_\_\_

Would you consider traveling to other areas to work?\_\_\_\_\_

Are you able to perform the essential functions of the job(s) for which you are applying? (refer to job description) Yes\_\_\_ No\_\_\_

If no, describe the functions that cannot be performed:\_\_\_\_\_

(We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions.)

Have you ever been convicted of a criminal offense (felony or serious misdemeanor)?

Yes\_\_\_No\_\_\_

If yes, state nature of the crime(s), when and where convicted and disposition of the case:\_\_\_\_\_  
\_\_\_\_\_

Do you speak, write or understand any foreign languages? Yes\_\_\_No\_\_\_

If yes, which language(s)?\_\_\_\_\_

When we check your references, what do you think would be named as your greatest strength?

As your greatest weakness?

Have you ever worked in this type of environment (outdoors, landscaping, team-based)?

Please describe how your previous work experience has prepared you for a position with Ecological Concerns, Inc.:

Often the pace is very fast at Ecological Concerns, Inc. and situations can become very challenging. Why do you believe you can work well under these conditions?

What makes you an outstanding candidate for this position?

**Please read carefully, initial each paragraph and sign below.**

\_\_\_\_\_ I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or any document used to secure employment shall be grounds for refection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

\_\_\_\_\_ I hereby authorize the company to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to the company any and all letter, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

\_\_\_\_\_ I understand that nothing contained in the application, or conveyed during any interview, which may be granted, or during my employment, if hired, is intended to create an employment contract between me and the company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the company, and that no promises or representations contrary to the foregoing are binding on the company unless made in writing and signed by me and the company's designated representative.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_