Center for Natural Lands Management

**POSITION DESCRIPTION**

## Native Plant Propagation Technician

Reports to: Conservation Plant Nursery Manager

Location: Thurston County, Washington

Full-time, non-exempt: Hourly; no benefits

Employment duration: Seasonal, 6 months

Salary: $15.00/hour; DOE

Application deadline: Open until filled

Number of Positions: 2

The Center for Natural Lands Management (CNLM) is a nonprofit 501(3)(c) organization, created in 1990, whose mission is the perpetual stewardship of natural and created conservation lands, sensitive species, and their resident ecosystems. Stewardship activities are currently divided between California and Washington. In the State of Washington, CNLM's South Puget Sound Program focuses on conservation of one of the rarest ecosystems in the United States, the prairie and oak woodlands of Cascadia, especially those lands and habitats within the South Sound Region. In that Region, the Program aims to protect, restore habitats, and support recovery of rare species that are candidates for federal listing.

Currently in California, more than seventy-five preserves, encompassing over 30,000 acres throughout the state, are within CNLM’s portfolio, with new preserves added regularly. The preserves vary in size from three to thousands of acres and are managed under direct ownership, conservation easements, or contracts.

The Native Plant Propagation Technician (Technician) will be responsible to assist in the production of native plant plugs and seed for use in natural land restoration. . The Technician’s time will be split among CNLM’s farms and nursery sites in Thurston and Pierce counties. Tasks include: farm maintenance, collection and processing of native plant seed; sowing and maintaining native plant plugs, nursery maintenance, development of seed harvesting techniques and data management. The Technician will work with and occasionally lead a team consisting of staff, partner agencies, contractors, volunteers and inmates work crews.

This position entails a high-level of responsibility and interpersonal skills, sound work ethic, and positive attitude during long field days. Development of positive and effective relationships with volunteers and partners is critical. The Technician must also be able to work independently, completing substantial tasks without direct supervision. The native plant propagation Program is a science-based program and the Technician will be required to document and appropriately file all data pertinent to the operations on a regular basis.

The Technician is expected to be an integral member of the CNLM’s South Sound Program. They will become a staff information source on plant propagation, seed production, and processing. In addition, the Technician will be available to conduct additional restoration and conservation work in the area. This may include activities such as: pest plant control with pesticides, training and participation as part of a prescribed fire crew, and administrative duties.

**RESPONSIBILITIES**

* Assist with and conduct nursery plant and seed production and processing
* Seed and maintain native plant plugs
* Establish, maintain, and harvest fields of native plants needed for seed production, assist with the collection of native seed in the wild
* Oversee and complete cleaning and processing of wild-collected and field-raised native plant seed
* Document activities, maintain files
* Assist with development of species propagation and seed production techniques.
* Work collaboratively with resource agencies, consultants, and other conservation organizations
* Fulfill other duties as assigned.

# REQUIREMENTS

* Bachelor of Science (or Arts) degree in Natural Resource Management, Wildlife Ecology, Botany, Conservation Biology, or related field, or compelling evidence of equivalent experience and self education
* Strong knowledge of plant biology, especially reproductive biology
* Experience in plant and seed production and processing
* Experience in restoration of grasslands and oak woodland habitats is desirable
* Excellent social and supervisory skills with demonstrated effectiveness in working collaboratively, leading volunteer and partner efforts, and professional representation
* Proven self-starter, able to work efficiently and effectively with minimal supervision and able to appropriately use initiative to meet plant production goals
* Able to structure time effectively and meet deadlines
* Ability to be detail-oriented and conscientiously maintain plant materials identities and records
* Effective and professional communication skills—written and oral; able to prepare succinct and cogent reports and plans
* Possession of working knowledge of GIS and GPS technologies and associated software and a working knowledge of Windows 7 operating systems and PC applications such as Microsoft Office Suite
* Possession and maintenance of a valid Washington driver’s license and safe driving record
* Ability and willingness to obtain a Washington Pesticide Applicators license, become certified in First Aid and CPR and follow Washington Department of Corrections Inmate Interaction Guidelines
* Familiarity with native Washington plant species, through research or management.

#### WORKING CONDITIONS

* Regularly works at native plant nurseries and seed production fields. Hikes across, and conducts work within, native habitats and uneven ground
* Regularly sits or stands at a desk or computer workstation
* Regularly required to operate a CNLM vehicle
* Frequently works alone
* Responsible for some evening and weekends including travel
* Uses or supervises the use of pesticides and or other chemical substances.
* Uses or supervises the use of powered equipment such as weed trimmers and chain saws
* Uses hand tools and operates nursery equipment
* Occasionally lifts, positions, or otherwise moves objects weighing up to 50 pounds.

The working conditions described here are representative in part of those that will be encountered by an employee in this position. Reasonable accommodations may be made to enable individuals with disabilities to successfully function in these working conditions.

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*The above statements are intended to describe the general nature of the work being performed by people assigned to this work. This is not an exhaustive list of all duties and responsibilities. CNLM management reserves the right to amend and change responsibilities to meet business and organizational needs as necessary.*

*CNLM is an Equal Opportunity employer. Personnel are chosen on the basis of ability without regard to race, color, religion, sex, national origin, disability, marital status or sexual orientation, in accordance with federal and state law*

*This position description does not constitute an employment agreement between the CNLM and the employee and is subject to change by CNLM as the needs of the CNLM and requirements of the job change.*

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**TO APPLY:** Qualified applicants must provide a detailed letter of interest, current résumé or curriculum vitae, and three professional references (names, affiliations, and contact information only). All applications will be acknowledged.

**Email these materials to:** careers-nursery@cnlm.org

If email is not possible, the application can be mailed to:

Center for Natural Lands Management

Attention: Human Resources

27258 Via Industria, Suite B

Temecula, CA 92590