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Nursery Technician at Point Blue Conservation Science

Location: Petaluma, California

Deadline to Apply: June 1, 2023

Position Type: Full Time, Non-Exempt

Compensation and Benefits: \$24 per hour. Point Blue provides a comprehensive benefit package including employer paid medical and dental for staff and 75% for dependents. Other benefits include life insurance, long-term care, long and short-term disability, flexible spending accounts, and retirement plans as well as time off benefits.

About Point Blue:

Point Blue Conservation Science is a growing and internationally renowned non-profit with over 160 staff and scientists based in Petaluma, California. Founded in 1965 as Point Reyes Bird Observatory, our mission and programs have evolved over time to include a broad range of conservation activity, from restoration to environmental education to innovative work in the field of regenerative agriculture. We have a proven track record of scientific excellence.

We recognize that increasing racial, gender, cultural, and other diversity, equity, and inclusion factors at Point Blue and in our partnerships is essential for the success of our mission, vision, and strategy. We are actively engaging in a process to create lasting organizational change, and we seek applicants from all backgrounds to join our teams. We strongly encourage applications from people with backgrounds that are under-represented in the conservation community.

Job Summary:

We are seeking a Nursery Technician (NT) to work closely with the nursery manager in addition to a team of Project Managers, Educators, Apprentices and program staff, to implement and maintain multiple native plant nurseries across Marin and Sonoma Counties. The NT may lead nursery work of the Technicians, Apprentices, students and Volunteers and will teach lessons and operate various equipment.

Essential Functions include, but are not limited to:

Nursery Support: 90%

- Assist with planning and implementing nursery operations, including ordering and staging supplies, and communicating and coordinating with teachers and project partners.
- Assist native plant nursery maintenance and operations in multiple locations – including irrigation checks, improvements to the grounds, capital improvements, etc.
- Perform propagation tasks for a wide range of native species including cuttings, seed treatments, sowing seeds, transplanting or rooted cuttings, layout field crop beds, and potting/re-potting plants.

- Drive vehicles owned by Point Blue (e.g. trucks, tow trailers, all terrain vehicles) from Point Blue office and/or storage facilities to project sites.
- Operate mechanical tools and equipment such as weed whackers and small engines.
- Mentor, supervise and provide technical direction to a crew of Apprentices, including leading nursery work and coordinating with Project Managers to plan daily tasks and supplies needed.

Education and Outreach Support: 5%

- Assist in student and volunteer nursery work days.
- Coordinate workdays with classes, volunteers, and other staff.
- Build relationships with STRAW teachers, aid them with resources, ideas, and development of relevant lessons.
- Lead volunteers, including school groups, conservation corps crews, and other volunteers in the nursery and in the community, while ensuring the safety of all participants and a high quality of work.

Other Duties as Assigned: 5%

- Perform other duties, projects and research as assigned.
- Attend restoration-related synergistic meetings and build relationships with local project partnerships and support restoration education and efforts regionally.

Qualifications & Requirements:

- Any combination of education, experience, and training equivalent to a minimum of 1-2 years of experience including, but not limited to:
 - natural resource management, habitat restoration, natural sciences, horticulture, biology, ecology, restoration, botany, agronomy, agriculture, wildlife management, small engine repair, mechanics, engineering, hydrology, irrigation, landscaping, traditional ecological knowledge or related work.
- Valid US driver's license (4 year minimum) and favorable driving history to drive company owned vehicles.
- Must meet school district requirements to work with school children including approved background check and fingerprinting.
- Familiar with California native plants (identification, propagation, conservation)
- Familiar with Phytophthora best management practices
- Enthusiasm for teaching and engaging with K-12 students and other public audiences.
- Familiar with Microsoft Office and Google Suite, including spreadsheets, word processing, and email applications.
- Communicate and interact effectively with people across cultures, ethnic groups, and identities.
- Ability to stand for extended periods of time.

Work Environment & Physical Requirements:

- This position is based out of Point Blue facilities located in Petaluma, California.
- Ability to travel between native plant nurseries spread between Marin and Sonoma County.
- This position occasionally requires one to work in remote field locations with uneven terrain, limited vehicle access, limited cell phone reception, and sometimes in a solitary capacity.

- Must be able to work in adverse weather conditions such as rain, heat, wind, and cold temperatures.
- Ability to stand, bend, stoop, sit, walk and perform other physical activities.
- Ability to move up to 40 pounds and complete strenuous physical tasks.

Position Type, Expected Hours of Work, and Travel:

- This position is full time.
- The schedule will vary according to the season, but generally 8 hours per day, Monday – Friday, with some overtime possible.
- Evening and weekend work may be required as job duties demand.
- Occasional travel and overnight stays may be required for this position. Advanced notice will be given.

To Apply: Please fill out this [form](#). If you encounter difficulty with the application process, please send an email to jobs@pointblue.org with “Nursery Technician” in the subject line. You can view the full job description [here](#).

Point Blue is an equal employment opportunity employer and does not discriminate against applicants or employees because of race, color, religion, national origin, sex, sexual orientation, age, citizenship status, disability status of an otherwise qualified individual, membership or application for membership in an unformed service, or membership in any other class protected by applicable law and will make reasonable accommodation for applicants with disabilities to complete the application and/or participate in the interview process.