

# JOB ANNOUNCEMENT



PARKS FOR ALL FOREVER™

## Seasonal Seed Collector (3 positions) Park Nurseries

**Full-time (40 hours per week), Approx. 6 months**

### Position Overview

The Golden Gate National Parks Conservancy Nurseries seek three Seasonal Seed Collectors (1 crew lead and 2 crew members) to support extensive wild seed collection for multiple projects in Marin County, primarily along the Highway 1 Corridor from Green Gulch to Stinson Beach.

#### Crew Lead (1 position)

An ideal candidate for crew lead would be familiar with native plants of the Bay Area; have previous experience collecting and processing seed; know how to keep precise and thorough records, both in the office and the field; and be prepared to work with digital mapping applications.

#### Crew Member (2 positions)

Candidates for crew member will be considered with a range of experience. We encourage all candidates with interest and ability to apply; in-depth training will be provided.

### Marin Headlands Nursery

One of the four nurseries of the Parks Conservancy, the Marin Headlands Nursery is a hub of vibrant community and education programming. The Park Nurseries support the mission of the Golden Gate National Recreation Area by providing native plants for restoration efforts, serving as an educational resource, and inspiring community land stewardship. As a team and as a public-serving program, we are committed to equity and inclusion.

### Key Duties and Responsibilities

#### Propagule Collection

- Collects seed of multiple species in bulk. This includes accurately identifying plants, scouting for plants in appropriate sites, evaluating seed development, and collecting ripe seed.
- Processes all wild-collected seed. Cleans, dries, properly stores seed.
- Ensures that collections complies with strict ecological guidelines of the Park.
- Uses appropriate PPE and follows multiple safety protocols, especially related to driving, handling tools, and hiking off-trail in wildland areas.
- Adheres to strict pathogen-reduction best manage practices, which includes regular use of disinfectants on equipment.

#### Data Collection

- Collects field data and maps collection areas.
- Keeps detailed records and ensures accuracy of data.
- Handles paper and electronic records, including the use of an online database.

#### Other Tasks

- Maintains nursery tools and equipment, especially for seed cleaning, processing, and storage.
- Serves as park representative, especially for inquisitive hikers; explains work to public in a friendly manner.
- On occasion, may train and lead volunteers in seed collection and seed processing.

### Additional Duties for Crew Lead

- Ensures crew follows proper protocols, including those for safety, seed collection, and pathogen reduction.
- Tracks overall progress and communicates with project supervisor about safety, field conditions, and crew needs.
- Determines site schedules based on seed availability, field conditions, and other factors.
- Ensures team is maintaining detailed and accurate records.
- Works with partnering agencies to share collection information when necessary.

### **Knowledge, Skills, and Abilities**

- **Scientific Understanding:**
  - *Crew Lead:* Familiarity with botany, morphology, use of taxonomic keys, propagule collection, and local ecology. Understanding of plant phenology.
  - *Crew Members:* Knowledge of ecology, botany, local native plants, and/or restoration. Willingness to learn plant identification and seed collection practices.
- **Interpersonal Skills:** Considers and responds appropriately to the needs and capabilities of different people in different situations; communicates with intention and tact; relates effectively to others when encountering challenges. Committed to treating all people with respect regardless of background, ethnicity, race, gender, sexual orientation, age, or viewpoints.
- **Organization and Quality:** Conducts work with precision and attention to detail, accuracy and thoroughness; is effective when working independently with little or no supervision.
- **Teamwork:** Supports fellow crew members; can balance team and individual responsibilities. Can stay on task and look for ways to increase efficiency.

### **Qualifications**

- Ability to work effectively in diverse settings and with a diverse range of people, including volunteers and community members.
- Relevant experience, training or education, such as a degree or professional experience.
- Proficiency in basic computer skills and ability to learn specific programs and database systems.
- A valid California Driver's License.

### Additional qualifications for Crew Lead

- Familiarity with local flora. Proficiency in using taxonomic keys to accurately identify plant species.
- One or more seasons of seed collection or related field experience.
- CPR, First Aid, or Wilderness First Aid certification preferred.

### **Physical Requirements and Work Environments**

- These positions involve rigorous outdoor physical activity. Work requires long hours of hiking through rough, uneven, sloping terrain in off-trail areas while carrying gear and maintaining clear focus. Endurance is required to squat, bend, climb hills, and maneuver through brush. Fine hand motor skills are needed for picking, grasping, and manipulating seed material and hand tools.
- Work is performed mainly outdoors. Exposure to ticks, poison oak, weather extremes, and other conditions can be expected. During peak season, almost all time will be spent in the field.
- Additional work indoors and/or operating computers is required.
- Frequently lifts, carries, or positions objects weighing up to 35 pounds.
- This position receives training and PPE for the safe use of disinfectants and sharp tools.

### **Compensation/Terms**

These positions are seasonal, non-benefited. Compensation starts at \$18/hour, commensurate with knowledge, skills, and ability.

- *Crew Lead* – (6 month position) Full Time Monday to Friday, 8-hour days, starting mid-May through mid-November 2018.
- *Crew Member A* – (6 month position) Full Time Monday to Friday, 8-hour days, starting mid-May through mid- November 2018.
- *Crew Member B* – (6 month position) Full Time Monday to Friday, 8-hour days, starting mid-May through August 2018; Part-time (3-4 days a week) from September to mid-November 2018.

All three positions report to the Marin Headlands Nursery (located in Fort Cronkhite in Sausalito) where the crew will be provided with a company vehicle for transportation to field sites.

### **To Apply**

[Submit a thoughtful cover letter and resume](#) including personal and professional experience that is relevant to the position.

### **Applications accepted through April 10, 2018.**

No phone calls please.

*The Golden Gate National Parks Conservancy is an Equal Opportunity Employer. Recruitment, placement and promotions are conducted without regard to an individual's race, color, religion, sex, national origin, age, physical handicap, veteran status or sexual orientation, or any other classification protected by Federal, State, and local laws & ordinances.*