

Center for Natural Lands Management

POSITION DESCRIPTION

Native Seed Farm Production Specialist

Reports to: Nursery Program Supervisor
Location: Thurston County, Washington
Type: Permanent Full-time (1.0 FTE): Non-exempt
Compensation: Entry Range \$22.54 - \$24.79 DOE; with benefits



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 Center for Natural Lands Management's Native Seed Nursery in the South Puget Sound area of Washington state provides native seed supplies and related services primarily in Western Washington. Our core purpose is to improve the availability of regionally specific native seed for a network of land managers who have a conservation objective. Often, these seeds are provided to enhance rare habitat types and contribute towards the recovery of rare and endangered species that depend upon these habitats. In addition to cooperative regional seed production, we provide custom seed increase services, greenhouse propagation of restoration plugs, wildland seed collection, seed cleaning, seed storage, and seed mix development for specific restoration projects.

The Native Seed Farm Production Specialist's time will be split among CNLM's farms and nursery sites in South Thurston County. Tasks may include all aspects of farm labor, collection and processing of native plant seed, sowing and maintaining native plant plugs, nursery maintenance, development of seed harvesting techniques and data management.

The Specialist will be responsible for mechanical aspects of crop production, including work related to tractor row crop production, using combines, spraying, and various aspects of seed processing. The Specialist will work with the farm manager to prioritize projects, maintain equipment and records, work with our seed cleaning specialist to process seeds, and assist in the production of native plant seeds and plugs for use in natural lands restoration.

This position entails a high-level of responsibility, sound work ethic, and positive attitude during long field days. The Specialist must, if assigned, also be able to provide site supervision and support and training to others while completing their assigned tasks. The nursery program is

science based and the Specialist will be required to document and appropriately file all data pertinent to the operations on a regular basis.

The Specialist is expected to be an integral member of the CNLM's South Sound Program. They will become a staff information source on machinery, site infrastructure, plant propagation, seed production, and processing.

RESPONSIBILITIES

- Assist in the establishment, maintenance, and harvest of native plants fields needed for seed production
- Operate machinery such as combines, tractors, seed cleaning machines and small engines for seed harvest, seed cleaning and field cultivation
- Assist with development and improvement of farming methods and seed production techniques
- Maintain equipment including tools, small engine general maintenance, and regular tractor and vehicle service checks
- Lead and participate in daily activities at assigned farm sites including production, facility maintenance
- Monitor state of farmed plants, working with manager to coordinate production priorities
- Assist in farm infrastructure management such as greenhouse, irrigation, and facilities maintenance
- Fulfill other duties as assigned

REQUIREMENTS

- Bachelor of Science (or Arts) degree in Agriculture, horticulture, Natural Resource Management, Wildlife Ecology, Botany, Conservation Biology, or related field, or compelling evidence of equivalent experience and self-education
- General knowledge and experience operating power equipment and driving large vehicles including trucks and tractors and specialized machinery, on the job training for specific implements will be provided
- At least two years' experience with farming and restoration practices, preferably with native plants, row crops, or prairie ecosystems
- Knowledge and experience working on irrigation, fencing, greenhouse repair, and other general site maintenance
- Team-oriented with social skills that foster positive crew interactions with a diversity of individuals
- Detail-oriented with impeccable record keeping skills

- Effective and professional communication skills, both written and oral; able to prepare succinct and cogent reports and plans
- Proven self-starter, able to work efficiently and effectively with minimal supervision, able to maintain a positive attitude through long days of outdoor physical work
- Ability to be detail-oriented while maintaining speed and efficiency and able to structure time effectively to meet deadlines
- Working knowledge of PC applications such as Microsoft Office Suite including Access
- 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

WORKING CONDITIONS

- Regularly work in seed production fields and nurseries. Hikes across, and conducts work within, native habitats and uneven ground
- Uses or oversees the use of pesticides or other chemical substances
- Uses or oversees the use of hand tools, tractors, tractor implements and combines
- Occasionally lifts, positions, or otherwise moves objects weighing up to 50 pounds
- Uses or oversees the use of powered equipment such as weed trimmers and chain saws
- Regularly works in inclement weather including heat, cold, wind and rain often outside all day
- This position will be exposed to high levels of dust and pollen
- Regularly sits or stands at a desk or computer workstation
- Regularly required to operate a CNLM vehicle

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

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.

TO APPLY: Qualified applicants must provide a detailed letter of interest, current résumé, 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