

Center for Natural Lands Management

POSITION DESCRIPTION

Native Seed Farm Crew Member (Technician)

Reports to: Nursery Program Supervisor
Location: Thurston County, Washington
Type: Temporary/Seasonal Full-time; Non-exempt
Compensation: \$20.60-\$22.74 hourly – DOE; with benefits
Period: March 2nd – September 30th 2026



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 Seed Farm Crew Member (Technician) will be responsible for assisting in the production of native plant seeds and plugs for use in natural land restoration. The Technician's time will be split among CNLM's outdoor 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 Technician will work with and occasionally lead a team consisting of staff, partner agencies, contractors and volunteers.

This position entails a high-level of responsibility and interpersonal skills, sound work ethic, and positive attitude during long field days in all weather. 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 nursery program is science based 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 may be available to conduct additional restoration and conservation work in the area if needed. This may include activities such as: weed control with herbicides, training and participation as part of a prescribed fire crew, and administrative duties.

RESPONSIBILITIES

- Establish, maintain, weed, and harvest fields of native plants needed for seed production
- Assist with and conduct seed production at field scales
- Seed and maintain native plant plugs in the greenhouse
- Clean and process wild-collected and field-raised native plant seed
- Document daily activities including precise tracking of seed lots and farm labor
- Assist with development of species propagation and seed production techniques
- Fulfill other duties as assigned

REQUIREMENTS

- Labor crew experience. Farm labor experience highly desirable. Experience with seed production a plus
- Positive attitude through long days of outdoor physical work, regularly working outdoor in all conditions
- Comfortable operating power equipment and driving large vehicles including trucks and tractors
- Team-oriented with social skills that foster positive crew interactions with a diversity of individuals
- Ability to be detail-oriented while maintaining speed and efficiency
- Attention to accurate record-keeping
- Possession and maintenance of a valid Washington driver's license and safe driving record
- Familiarity with or interest in native Washington plant species

WORKING CONDITIONS

- Regularly work in seed production fields and nurseries. Hikes across, and conducts work within, native habitats and uneven ground
- Regularly works in inclement weather including heat, cold, wind and rain
- Regularly required to operate a CNLM vehicle
- Responsible for some evening and weekends including travel
- Uses pesticides and or other chemical substances
- Uses or oversees the use of powered equipment such as weed trimmers and chain saws
- Occasionally lifts, positions, or otherwise moves objects weighing up to 50 pounds.
- Regularly kneeling, bending, and repetitive motions

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-seedtech@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