



Job Announcement: Restoration and Nursery Manager

The Friends of Sausal Creek (FOSC) seeks an enthusiastic and experienced professional to maintain and expand FOSC's ongoing watershed restoration efforts and to manage the FOSC Native Plant Nursery in Joaquin Miller Park. The restoration and nursery manager (RNM) will be responsible for coordinating and leading all of FOSC's restoration and nursery community volunteer workdays, as well as occasionally leading field trip groups. The RNM will be responsible for tracking workday data, will contribute to grant reporting, and will assist with grant writing and other fundraising. The RNM will lead and facilitate the restoration and nursery committees.

FOSC has been one of the Bay Area's premier environmental restoration and oversight organizations for over 20 years. We are a volunteer-based, nonprofit, community organization dedicated to promoting awareness, appreciation, and stewardship of Oakland's Sausal Creek Watershed. In addition to hands-on habitat restoration work, we offer K-12 environmental education programs, engage thousands of volunteers in local environmental stewardship, and collaborate with agencies and other nonprofits on larger projects to enhance and protect the local ecosystem.

Responsibilities

With the help of many dedicated volunteers, FOSC manages or helps facilitate over 20 restoration projects throughout the watershed in riparian, redwood, grassland, woodland, and urban garden sites. Volunteers work to remove invasive, nonnative species, install erosion control material, pick up trash, remove graffiti, install fencing and signs, and plant native plants grown in our native plant nursery. The RNM will supervise and train interns, crew leaders, and volunteers; coordinate efforts with various project partners, Eagle Scouts, and volunteer restoration site leaders; and lead public restoration project workdays. The manager will also be responsible for coordinating the Dimond Canyon Erosion Control Restoration Project to begin in summer 2018, including assisting with community outreach, coordinating with the project contractor, and leading volunteers in restoration work and planting 3,000 native plants.

Nursery management will involve growing approximately 7,000 local native plants annually with students and volunteers; developing planting plans and production schedules for FOSC restoration projects and annual native plant sale; propagule collection in local parks; seed cleaning, treatment, and sowing; transplanting; and pest and facilities management. The selected candidate will implement and maintain best management practices for producing clean nursery stock and should have working knowledge of the techniques, materials, and equipment used in propagation of California native plants.

Terms, Schedule, and Direction Received

This position is 35-40 hours per week, with a somewhat flexible schedule, but the candidate must be able to work Saturdays, some weeknights, and Sunday, October 21 (native plant sale). The rate of pay is \$18 to \$22/hour depending on experience. The selected candidate will be responsible for their own transportation, including transporting tools and nursery plants to work sites. Workers' Compensation Insurance is provided. One hour of paid sick leave is accrued for every 30 hours worked. After one year of employment, employee earns one week of paid personal time off each year (based on average hours/week). Successful completion of a background check, proof of negative TB results, and proof of personal auto insurance are required. Mileage to FOSC-related activities is reimbursable.

The RNM will receive support from the education and outreach coordinator and guidance and direction from the executive director and FOSC board of directors. Because there is no centralized office, it is essential that the selected candidate have the experience and motivation to work independently with minimal day-to-day supervision while keeping appropriate parties informed.

Professional Qualifications and Skills

Restoration and Nursery/Plant Knowledge

- Undergraduate degree in a related field of study or two years nursery work experience
- Local California native and nonnative plant identification skills
- Knowledge of creek and watershed-related environmental issues
- Knowledge of the theory and practice of ecological restoration, plant biology, plant communities, and local habitat types
- Plant propagation skills and knowledge about germination, biosecurity, soil hygiene, and irrigation systems
- Skills to manage and maintain irrigation and nursery infrastructure
- Experience leading citizen science programs and experience with vegetation monitoring practices a plus

Community Engagement and Interpersonal Skills

- Experience in community outreach/recruitment and facilitating groups
- Experience working with youth from diverse backgrounds, new community members, and long-term volunteers of all ages and backgrounds
- Ability to nurture relationships with city staff, site leaders, neighborhood associations, and other groups concerned with water quality improvement and habitat restoration
- Ability to lead fast-paced workdays with multiple activities occurring at the same time
- Strong interpersonal skills, including the ability to accept feedback from volunteers; highly motivated with strong work ethic; and demonstrated responsible behavior and judgment

Administrative and Logistics Support

Ability to:

- Perform several tasks concurrently, meet deadlines and work with changing priorities
- Develop and follow work and production plans and timelines
- Purchase and maintain tools and supplies, track project budgets
- Engage in computer work and data entry; have a good working knowledge of word processing, database, and spreadsheet software; experience using Salesforce is a plus
- Communicate effectively both orally and in writing.
- Lift 40 pounds, hike on rough terrain, and spend up to eight hours a day outside

Applications will be accepted until May 6. To apply, please email a resume and thoughtful cover letter to rnmjob@sausalcreek.org.