



# Friends of Sausal Creek

## Restoration Ecologist 2025

Location: Oakland, CA

Type: Full-time, hybrid

Salary: \$28-30/hour + benefits

Application Deadline: May 16, 2025

Friends of Sausal Creek (FOSC) is a community-based, 501c3 nonprofit organization dedicated to the conservation, restoration, and enhancement of the Sausal Creek Watershed in Oakland, CA. Our vision is to engage the Oakland community in regular stewardship of the watershed through ongoing restoration work, robust environmental education programs, and increased access to quality parks and green spaces adjacent to Sausal Creek. We are working toward an ecologically healthy watershed that supports biodiversity, offers habitat for native species in the region, and builds climate resilience.

FOSC is seeking a passionate, knowledgeable, and community-oriented Restoration Ecologist (RE) to lead our habitat restoration efforts in the Sausal Creek Watershed and spearhead a 50-acre redwood understory restoration project. This full-time, hybrid position will report to the Executive Director and will work closely with the Nursery Manager and FOSC Board ecologists.

### Responsibilities

#### Restoration (70%):

- Execute, manage, and monitor key restoration projects, especially in redwood ecosystems
- Create management and revegetation plans, spearhead data analysis and organization, and lead monitoring efforts for grant reporting
- Supervise and train interns, site leaders, crew leaders, and volunteers in restoration activities
- Lead restoration workdays with volunteers and youth groups
- Coordinate with Eagle Scouts and youth development organizations on trail remediation and wildfire risk reduction projects and trainings
- Collaborate with City of Oakland, FOSC Board of Directors, FOSC staff, and other stakeholders on permitting and regulation
- Support the installation of informational signage at restoration sites
- Conduct water quality monitoring sessions, analyze data, and compile reports
- Present and speak on FOSC's restoration work at conferences and symposiums

#### Community Stewardship (30%):

- Work with volunteer site leaders and the Nursery Manager across multiple sites to develop annual planting plans and support community-led workdays
- Assist the Nursery Manager with propagating and growing up to 10,000 local California native plants annually in collaboration with volunteers and students
- Collaborate with FOSC staff to plan citywide and FOSC-specific events including Earth Day, the Winter Solstice planting event, and the annual Native Plant Sale, among others

### **Required Experience**

- Bachelor's or master's degree in botany, forestry, ecology, environmental sciences, or a related field and at least one year of relevant experience
- Deep understanding of local CA native and non-native flora and fauna and ecosystem processes, especially in redwood ecosystems
- Experience designing and maintaining native plant restoration sites especially in riparian areas and forest ecosystems
- Understanding of scientific method, study design, and monitoring
- Experience facilitating groups and working with diverse ages and populations
- Ability to skillfully interface with diverse partners including government officials and community organizations
- Experience maintaining and tracking tools, equipment, and other supplies
- Understanding of statistics, ideally with proficiency in ArcGIS and/or R
- Proven ability to enter, track, and manage data

### **Required Skills**

- Ability to lift 40 lbs, hike rough terrain, and spend up to 8 hrs/day outdoors
- Self-starter; able to manage full schedule and function well independently/remotely
- Collaborative, able to work with a small team and Board-level advisors
- Flexible, adaptable to last-minute changes
- Inclusive and just; committed to principles of Diversity, Equity, and Inclusion
- Passion for FOOSC's mission; willingness to advocate for FOOSC's objectives and programs

### **Compensation and terms**

- Rate and Benefits: \$28-30/hour with health insurance reimbursement, paid time off, and employer matched retirement plan
- Schedule: 35-40 hours/week, including two Saturdays per month and occasional evenings
- Transportation: Candidate is responsible for their own transportation, including transporting project supplies
- Candidate will need access to a computer with Wi-Fi for regular remote work

Friends of Sausal Creek is proud to be an equal opportunity employer. We value diversity of culture, thought, and lived experiences and welcome applications from all qualified candidates regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, or sexual orientation.

### **To apply**

Please email a cover letter and your CV/resume to [hire@sausalcreek.org](mailto:hire@sausalcreek.org) with your name and "RE Application" in the subject line.

The deadline for applications is May 16, 2025 or until filled.