POSITION TITLE: Nursery Lead Technician  
STATUS: Full Time, Non-Exempt  
REPORTS TO: Nursery Manager, Land Conservation Program  
POSITIONS REPORTING TO THIS POSITION: AmeriCorps Crew and potentially volunteers, interns and seasonal staff  
LOCATION: Yerington, NV

BACKGROUND: The Walker Basin Conservancy (Conservancy) is leading the effort to restore and maintain Walker Lake while protecting agricultural, environmental and recreational interests in the Walker Basin (www.walkerbasin.org). The dynamic nature of the Conservancy and its diverse resource management portfolio provide unique opportunities to develop innovative and interdisciplinary conservation solutions while working closely with a dedicated and passionate staff. The Conservancy team is comprised of approximately 25 full-time employees, increasing up to 70 during our field season.

The Conservancy manages a complex real-property acquisition program, acquiring land, water and related interests from willing sellers in the Walker Basin for the benefit of Walker Lake and River, and manages intensive restoration and stewardship activities on thousands of acres in the Walker Basin.

JOB PURPOSE: The Nursery Lead Technician supports the Nursery Manager and Program. The ideal candidate will possess agronomic, nursery, seed collection and management, and staff supervision experience, knowledge and skills. The successful candidate will have an interest in mentorship and teaching, as well as patience, technical aptitude, focus on efficiency and high level of comfort in the outdoors. The Lead Technician is an essential part of the Conservancy’s Land Conservation Team and our ability to plan and manage Nursery and Native Seed Initiative Programs effectively and efficiently.

This is an excellent opportunity to work with a young and growing yet thriving organization that is developing programs and operations from the ground up. The Conservancy has a small, talented and dedicated staff who are passionate about our mission, restoration and conservation. We are looking for new people to come aboard and grow with us! We provide excellent on the job training and encourage those with nursery, agricultural or horticultural experience and training to apply!

LOCATION: Yerington, Nevada is a beautiful rural farming community located approximately 95 miles south of Reno, NV in the foothills of the eastern Sierra Mountains. Yerington is small but growing with about 3,100 residents. Established in 1907, the city has heritage and deep roots in agriculture, mining, railroads and gaming. Some of the nearby attractions, activities and recreational opportunities include:

- Camping, biking, hiking and backpacking
- Fishing, hunting, boating and OHV riding
- Flat and white water boating (1 hour away)
- Rock Hounding and climbing
- Ghost Town Exploration
- Ski Resorts (1.5-2 hours away)
- Lake Tahoe (1.5 hours away), Lahontan Reservoir (30 minutes away), Walker Lake (45 minutes away) and Topaz Reservoir (45 minutes away)
Essential Functions

In cooperation with the Nursery Manager and leading and supporting other staff as needed, the Lead Technician will:

Nursery Program (75%)
- Nursery operation, maintenance and repair
- Seed collection, acquisition, management (i.e., cleaning, stratification, harvest and storage) and certification
- Plant collection, acquisition, propagation, husbandry and ex situ plant management
- Retail and wholesale plant and seed sales
- Planning and assessment
- Data management
- Serve as AmeriCorps Crew Leader
- Train and supervise AmeriCorps Crews, volunteers, interns and seasonal staff

Native Seed Initiative (20%)
- Seed orchard and field development, operation, maintenance and repair
- Seed collection, acquisition, management (i.e., cleaning, stratification, harvest and storage) and certification
- Plant propagation, husbandry and in and ex situ plant management
- Retail and wholesale seed sales

Other Functions (5%)
- Operate vehicles, such as trucks and ATVs, trailers, farm and nursery equipment and implements, irrigation systems, and hand and power tools
- Ability to identify native and non-native flora and fauna of Nevada, particularly the Great Basin
- Deliver outreach programs
- Grant writing
- Other duties as assigned by the Walker Basin Conservancy

Preferred Qualifications
- Experience with natural resources restoration and stewardship, nursery operations, plant propagation and seed management
- Relevant practical experience with a natural resources organization, nursery, botanic garden and/or farm
- Understanding of the ecological and cultural communities of the Great Basin
- Familiarity with GIS and GPS applications and technologies
- Public speaking and staff supervision capabilities
- Degree in restoration ecology, natural resources management, ecology, biology, botany, plant science, horticulture, agronomy or similar discipline
- Ability to keep detailed records, communicate with other staff and supervisors, and work unsupervised to accomplish program tasks
- Clean driving record and a NV State driver’s license, or ability to obtain within 1 month of hire

Physical and Mental Requirements
Strength, dexterity, coordination and vision to use tools and equipment for prolonged periods. Strength and stamina to bend, stoop, sit and stand for long periods. Strength and dexterity to operate small, medium and heavy equipment. Strength and stamina to endure standing and working for long periods in extreme weather conditions. Dexterity and vision to observe oncoming traffic hazards and react quickly to emergency situations. Some heavy lifting (over 75 pounds) is occasionally required.
In compliance with applicable disability laws, reasonable accommodations may be provided to qualified individuals with a disability who require and request such accommodations. Applicants and incumbents are encouraged to discuss potential accommodations with the employer.

Working Conditions
This position often works in an outdoor setting with varying weather conditions, including, but not limited to extreme heat, dry conditions, rain, snow or hail, and extreme cold. Work sites will generally be in areas with at least primitive road access for vehicles. Work sites will generally not have access to potable water, restroom facilities or cellphone signals, and staff will be expected to follow Leave No Trace principals on work sites without facilities. Work will frequently require hiking over rough terrain while carrying tools and equipment.

Position may occasionally be required to operate heavy machinery in hazardous environments. Environment is generally dirty, with prolonged exposure to conditions such as dust, fumes, noise and odors. Frequent interruptions to planned work activities occur.

Salary & Benefits
Salary range of $16-20/hour depending on experience.

Excellent employee benefits package that includes:
• A four- or five-day work week
• Employer paid health, dental, vision and life insurance plans for employee
• Retirement 403(b) plan includes a 6% automatic company contribution
• 120 hours of annual paid vacation, increasing to 160 hours after first year of employment
• 16 hours of annual personal leave
• Company paid holiday week between Christmas and New Year’s
• 60 hours of annual sick leave
• 11 paid holidays
• Health and wellness subsidy
• Work clothing/footwear subsidy
• Employer paid professional development

Position will remain open until filled. Only top candidates will be contacted.

Please send cover letter and resume to:
Amy Gladding
amy.gladding@walkerbasin.org

Subject Line: Nursery Lead Technician

Please call (775) 463-9887 ext. 116 with questions

Walker Basin Conservancy is an equal opportunity employer.

Equal Opportunity Statement – Walker Basin Conservancy is an equal opportunity employer. WBC does not discriminate against any employee, applicant, director, officer, contractor or any other person with whom it deals because of race, creed, color, disability, age, sex, veteran status, religion or political affiliation. WBC complies with all federal and local statutes prohibiting discrimination in employment.
Reasonable accommodations may be provided for qualified individuals with a disability.

Disclaimer - The statements contained herein are intended to describe the general nature and level of work to be performed by the employees in these positions. The statements are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of a person in each position. Other responsibilities, duties and skills may be assigned and management retains the right to add or change the responsibilities, duties and skills at any time.