Position Description

POSITION TITLE: AmeriCorps Native Seed and Nursery Team Member

STATUS (multiple, dates flexible):
- 1200-hour (9-month) term from February 13 to October 12, 2023
- 900-hour (6-month) term from February 13 to August 17, 2023

NUMBER OF POSITIONS AVAILABLE: 4
REPORTS TO: AmeriCorps and Recreation Program Director and Native Plant Nursery Manager

POSITIONS REPORTING TO THIS POSITION: None

LOCATION: Yerington, NV

BACKGROUND
The Walker Basin Conservancy (Conservancy) leads the effort to restore and maintain Walker Lake while protecting agricultural, environmental and recreational interests in the Walker Basin (www.walkerbasin.org). The Conservancy acquires water rights and ranches to increase freshwater flows to Walker Lake. We re-establish native plant communities on former agricultural fields, increase public access and recreation opportunities, and develop practical solutions to save Walker Lake.

From creating Nevada’s newest State Park (Walker River State Recreation Area) to adding thousands of acres to Wildlife Management Areas, our work impacts thousands of community members, ranchers and recreationists every year. The Conservancy operates a nursery that produced more than 25,000 native plants in 2021 and produces native seed for conservation purposes on its properties. Our team comprises approximately 30 full-time employees and between 15 and 40 AmeriCorps Members given the season.

We invite you to join us in our ambitious mission to restore Walker Lake. The Conservancy has an inclusive, positive culture that values work-life balance and growth opportunities. Our generous benefits package further separates us from other non-profits and local employers.

JOB PURPOSE
The Native Seed and Nursery Team Member will serve alongside other AmeriCorps Members and WBC Conservation Technicians to help identify sources of native seeds around the Basin and northern Nevada, harvest seed, and propagate plants in the native plant nursery for use in native plant re-vegetation within the Walker River Basin. Member may also work on invasive removal, re-vegetation, recreational trail construction, sign installation, and fence construction. Member will work in conjunction with other WBC field staff, providing on the ground support to larger project operations. The position will work remotely as needed, camping out in remote locations for up to 4 days at a time. The Native Seed and Nursery Team Member should also have a sincere interest in expanding their knowledge of Great Basin Desert ecology, restoration practices, the flora and fauna of Nevada, and agricultural methods and equipment. The position requires patience, careful attention to details, and a high level of comfort in the outdoors.

ESSENTIAL FUNCTIONS
- Under the guidance of a WBC Nursery Manager:
  - Utilizing hand tools and power tools to grow native plants, from propagation to establishing seed plots
  - Operating & maintaining nursery equipment including skid steer, irrigation systems, ventilation systems, soil mixer & flat filler etc. in order to grow nursery crop of native plants
Walker Basin Conservancy

- Assisting with the native seed collection process, including: mapping, scouting, monitoring, harvesting native seeds from the wild
- Communicating effectively and professionally with other members, WBC staff, agency partners, and the public.

SECONDARY FUNCTIONS
- Assisting with the inventory, maintenance, and repair of WBC tools and equipment.
- Assisting with the inventory and maintenance of nursery supplies and seeds.
- Assisting with other land conservation projects as time permits.

QUALIFICATIONS
- Previous experience working with plants and/or education in botany is preferred.
- Willingness and ability to:
  - Work outside in unpredictable weather conditions, including extreme temperatures, independently or as part of a team.
  - Operate motor vehicles for hours on rugged backcountry roads to reach seed collection areas.
  - Use topo maps, GPS, and aerial photos to drive and/or hike to remote seed collections areas.
  - Work irregular hours, such as starting early or working more days with shorter hours, in accordance with project specific requirements and conditions.
  - Bend and crouch for long periods of time and occasionally lift heavy loads or equipment.
  - Use hand and power tools, irrigation systems, and nursery equipment such as skid steers.
  - Use chemical herbicides in the treatment and control of invasive weeds while following strict application protocols.
- Effective written and oral communication skills.
- Meet AmeriCorps Eligibility Requirements, including:
  - Be at least 17 years of age at the commencement of service;
  - Have a high school diploma or its equivalent;
  - Be a citizen, national, or lawful permanent resident alien of the United States;
  - Pass a National Sex Offender Public Website check and National Service Criminal History Check; and
  - Be eligible to receive and AmeriCorps Education award, with a limit of four total terms in a lifetime and the equivalent of two full-time terms (3400 hours).

LOCATION
The Conservancy Field Office is located in Yerington, Nevada, a rural farming community located approximately 95 miles south of Reno, NV and situated centrally in the Walker Basin at the foothills of the eastern Sierra Nevada 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, backpacking, and paddling
- Flat and white-water boating (1 hour away)
- Rock hounding and climbing
- Ghost Town Exploration
- Ski Resorts (1.5-2 hours away)
- Walker Lake (45 minutes away)
- Lake Tahoe (1.5 hours away)
- Yosemite National Park (via Tioga pass, 2.5 hours away)
MEMBER TRAINING
Members will receive a variety of technical and professional training related to their service activities as well as personal and professional development. Available trainings include:

- First aid and CPR.
- Native plant identification and revegetation.
- Irrigation system installation and maintenance.
- Resume building, USA Jobs, and government application workshop.
- Guest speakers on environmental, natural resource, and professional development topics.
- Shadowing and advanced technical training opportunities such as heavy equipment operation, wildlife monitoring, and restoration planning.

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 of time. Strength and dexterity to operate small, medium, and heavy equipment. Strength and stamina to endure standing and working for long periods of time and 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
Members work in an outdoor setting with varying weather conditions, including, but not limited to, extreme heat, dry conditions, rain, snow or hail, and extreme cold. Members generally work (4) 10-hours days, Monday-Thursday 6am-4:30pm, with a 30-minute lunch and a 15-minute break in the morning and afternoon. Members may sometimes be required to camp in the field for the duration of the tour. Camping and worksites will generally be in areas with at least primitive road access for crew vehicles, but the spike camping sites will usually be at undeveloped backcountry sites. Both camp and project sites will generally not have access to potable water, restroom facilities, or cellphone signals, and members will be expected to follow Leave No Trace principals in camp and on project. Project work will frequently require hiking over rough terrain while carrying tools and equipment.

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

COVID-19 PANDEMIC RESPONSE
All staff and members must be fully vaccinated by the position start date or have a documented medical or religious exemption. Those with a documented medical or religious exemption will be required to continue following all relevant COVID policies including mask wearing and social distancing. WBC continues to follow CDC and state/local guidelines and may reinstate previous COVID policies should the CDC or state/local guidelines become more stringent. WBC will keep applicants updated should COVID policies change.

COMPENSATION & BENEFITS:
- Living allowance of $400/week for a total of $14,000, $10,800 for the 9 or 6-month term.
• Education award of $4,546.50, $3,247.50 for the 9 or 6-month term.
• Employer paid Health, Vision, and Dental Insurance.
• Employer paid Member Assistance Program for mental health and personal counseling services.
• Childcare assistance and federal student loan forbearance is available for eligible members.
• Uniform reimbursement.
• Holiday, personal, and sick leave.
• Opportunities for extension or promotion upon good service.
• Opportunities for advancement within the organization.

HOUSING
WBC has some optional housing accommodations that it makes available to members depending on seasonal availability and capacity. Housing is generally dorm or bunkhouse style, usually with shared bedrooms, bathrooms, kitchen, and common spaces. Members living in housing are required to sign a lease and pay monthly rent of $150 for a shared room or $250 for a single room (dependent on availability). Use of WBC housing is entirely optional, members may choose to find their own accommodations in the local area. Applicants interested in living in WBC housing must be fully vaccinated.

Positions will remain open until filled. Only top candidates will be contacted. Local applicants are STRONGLY encouraged to apply.

To Apply, please send cover letter, resume, and acknowledgement form to:
Miguel Gonzales
Miguel.Gonzales@WalkerBasin.org
Subject Line: Native Seed and Nursery Team Member
All applicants must also submit an Employment Application Acknowledgement form that can be found on our website at: https://www.walkerbasin.org/careers

Please call or email Miguel Gonzales, AmeriCorps Program Manager, at (775) 463-9887 ext. 110 or MiguelGonzales@WalkerBasin.org with questions.

Walker Basin Conservancy is an equal opportunity employer. Persons with disabilities are encouraged to apply. The above functions may be completed with or without reasonable accommodations. This program prohibits discrimination based on race, religion, creed, color, national origin, gender, age, sexual orientation, political affiliation or disability.

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.