POSITION DESCRIPTION

POSITION TITLE: Native Seed and Nursery Team Member

STATUS (multiple):
- AmeriCorps 6-month (900-hour) term from September 5, 2023 to March 7, 2024.
- AmeriCorps 3-month (450-hour) term from September 5, 2023 to November 30, 2023.

NUMBER OF POSITIONS AVAILABLE: 3

REPORTS TO: AmeriCorps and Recreation Program Director and Native Plant Nursery Director

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). From creating Nevada’s newest State Park, the 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 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. Our native plant nursery produces more than 25,000 native plants and hundreds of pounds of native seed for conservation purposes each year.

The Conservancy has an inclusive, positive culture that values work-life balance and growth opportunities. 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.

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.
COMPENSATION & BENEFITS:

- Living allowance of $460/week for a total of $16,100, $12,420, or $5,980 for the 9-, 6-, or 3-month term.
- **Education award** of $4,826.50, $3,447.50, or $1,824.07 for the 9-, 6-, or 3-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.
- Uniforms provided, plus $100 reimbursement for work pants and boots.
- Holiday, personal, and sick leave.
- Optional WBC housing accommodations are available for rent. Housing is dorm or bunkhouse style, usually with shared bedrooms, bathrooms, kitchen, and common spaces. The houses are old ranch houses that have been converted for bunkhouse use and are located outside of town on old agriculture lands WBC is restoring. Members living in housing are required to sign a lease and pay monthly rent (utilities included) of $300 for a shared room or $400 for a single room (dependent on availability). Use of WBC housing is entirely optional, and members may choose to find their own accommodations.
- WBC provided transportation for work and basic necessities for members living in WBC housing.
- WBC provided shuttle service to Yerington and housing for members arriving to Reno via public transportation.
- Relocation assistance may be available for members facing financial hardship.
- **Member training:** Members receive a variety of technical and professional training related to their service activities as well as personal and professional development, including:
  - 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.
- Opportunities for extension or promotion upon good service.
- Opportunities for advancement within the organization.

To apply, please send a resume and statement of interest/cover letter to:
Miguel Gonzales, **ACRecruitment@walkerbasin.org**, Subject: Restoration Team Member

Interested in getting a perspective from a current AmeriCorps member? Send question about daily life, area activities, and member experience to **askamember@walkerbasin.org** to hear from current team members.
LOCATION
The Conservancy Field Office is located 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)

ESSENTIAL FUNCTIONS
- Under the guidance of a WBC Nursery Crew Leader:
  - Propagating native plants, including stratification and sowing of seed, transplanting seedlings and container plant care.
  - Operating & maintaining nursery equipment including irrigation systems, ventilation systems, soil mixer & flat filler, etc. in order to grow native plants.
  - Wildland native seed collection, including identifying, scouting, monitoring and harvesting native seed from locations across western Nevada
  - Utilizing a variety of hand tools and power tools for nursery and conservation projects.
- Communicating effectively and professionally with other members, WBC staff, agency partners, and the public.

SECONDARY FUNCTIONS
- Assisting with the inventory and maintenance of nursery supplies and seeds.
- Assisting with propagation trial research
- Assisting with collecting plant vouchers
- 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).

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

To apply, please send a resume and statement of interest/cover letter to:
Miguel Gonzales, ACRecruitment@walkerbasin.org
Subject: 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

Interested in getting a perspective from a current AmeriCorps member? Send question about daily life, area activities, and member experience at the Conservancy to askamember@walkerbasin.org and you will be connected with a current member to answer your questions based on their experience.

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

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.