



Seasonal Botany Technician

Location: Central California; Hybrid
Status: Seasonal, full-time
Start date: March 1, 2025, or until filled
End date: October 31 with potential for extension
Reports to: Wildland Seed Collection Manager
Pay Scale: \$20.00 - \$25.00 Hourly

A thriving future for California's environment and communities requires bold vision, creative problem-solving, and relentless determination. This is a critical decade for action and River Partners is growing our team of talented, tenacious change-makers to meet the challenge head on. Join us!

Who We Are

River Partners brings life back to California rivers. We've revitalized more habitat along impaired California rivers than any other entity in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California. We restore thriving native forests and ecosystems that support imperiled wildlife, improve flood safety, boost the state's climate resilience, replenish and improve freshwater resources, create open space for communities, and build stronger local economies. Since 1998, we have pioneered an innovative, entrepreneurial approach to conservation, combining modern farming, cutting-edge science, and diverse partnerships.

We are meeting the urgent need this decade to restore our riverways and seek passionate team members to help us grow our restoration footprint at an unprecedented pace and scale.

Why You Should Join Us

River Partners offers competitive salaries and benefits, including comprehensive health care insurance, flexible spending accounts, a 401(k) plan with immediate employer matching, life insurance, disability coverage, employee assistance programs, and other well-being benefits. We're proud of our supportive culture and focus on work-life balance. We strive to create an environment that brings fulfillment to our team members' personal lives by offering paid time off, an alternative work schedule, and flexible hours.

Position Description

The Seasonal Botany Technician works with Heritage Growers' (a venture of River Partners) and the River Partners science team to conduct field assessments of native seed availability and assist in the collection of source-identified wildland seed in the San Joaquin and Tulare Basin and potentially other locations in California. The wildland seed collection process includes obtaining permission to collect, performing pre-collection field surveys, monitoring for ripeness, seed collection, seed conditioning, seed testing, and managing seed inventory. Many species will be identified, collected and processed to support seed needs in the expanded floodplain restoration

projects through River Partners seed amplification farm, Heritage Growers. Flexibility, creativity, and problem-solving skills are required to determine the most efficient and effective method to identify, monitor and collect wildland seed. The position requires good field botanical skills, the ability (or willingness to learn) to determine when seed is ripe and ready to collect and careful documentation of the collection process. This position will be based primarily out of the San Joaquin Valley and models a remote position when not in the field. There will be potential opportunities to scout and collect seed from other locations in California. Approximately 50%-75% travel will be required for the extent of this seasonal position. Office work for this position includes, but is not limited to, assisting with data management, documenting the scouting and collection process, and other administrative functions necessary to support the tracking and documentation of native seed collection.

Essential Functions and Responsibilities

- Conduct pre-collection botany surveys of several locations in the San Joaquin, Tulare Basin and potentially other areas
- Monitoring seed for ripeness and determination of seed fill
- Perform seed collections
- Manage collected field material
- Assistance with data management
- Ability to work independently under the guidance of the Heritage Growers management team
- Detailed record keeping
- Clear communication across many teams and stakeholders
- Other assignments as requested to achieve seed collection goals

Required Knowledge, Skills, and Abilities

- Passionate about habitat restoration
- Proficiency in field botany of California flora
- Determination of seed ripeness
- Exceptional time-management and organizational skills
- Able to quickly adapt and problem solve
- Demonstrate cooperative behavior with colleagues, supervisors, and managers at all times
- Has a good understanding of appropriate field work attire
- Strong working knowledge of common computer applications including excel.
- Track record of delivering high-quality results under tight deadlines.
- Hike up to 5 miles a day
- Able to work in adverse weather conditions
- Prioritizes safety on field days
- A valid driver's license with a clean DMV record

Interest in native seed and the development of best methods to collect, dry and process native seed using a variety of methods

Qualifications

- Coursework/certifications in Botany.
- 2+ field seasons of conducting plant identification
- Strong verbal and written communication skills.
- Excellent organizational skills, time management, and attention to details.
- Bilingual in Spanish preferred but not required.
- Ability to work effectively in a team environment and independently.
- Commitment and enthusiasm to carry out River Partners' mission.

Compensation

Salary is commensurate with experience, anticipated to range between \$20.00 to \$25.00 hourly. River Partners offers a generous benefits package including ample holidays and paid time off, an alternative work week schedule, flexible location and hours, medical insurance, and up to 4% 401(k) match on your contribution.

Location

This position is a remote position with much of the work performed in the San Joaquin Valley.

To Apply

Please submit a cover letter, resume, and contact information for three references to the link below

[Careers at River Partners](#)

Review of applications will begin immediately and continue until this position is filled.

River Partners is an Equal Opportunity Employer

River Partners is an Equal Opportunity/Affirmative Action (EEO/AA) Employer. All qualified applicants will receive consideration without regard to race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, marital status, pregnancy, disability, medical condition religion, age, military or veteran status, or any other protected group status or non-job related characteristic as directed by law.

