

Seasonal Seed Cleaning Technician

Position Title: Seasonal Seed Cleaning Technician

Location: Colusa

FLSA: Seasonal Full-Time/Non-Exempt

Reports to: Seed Cleaning Manager

Start Date: April 15, 2025

End Date: February 15, 2026

Pay Scale: \$18.00/hr - \$25.00/hr

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, dedicated change-makers to meet the challenge head on. Join us!

Who We Are

A tenacious nonprofit founded in 1998, **River Partners brings life back to California rivers**. We advance an innovative model of conservation that harnesses the power of restored riverways to create a thriving future for the state's environment and communities.

Blending modern farming practices, cutting-edge science, and diverse alliances, River Partners reforests and reconnects river landscapes and critical wildlife corridors at an unprecedented pace and scale. We've restored more habitat along impaired California rivers than anyone else in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California. Our efforts result in a suite of tangible wins for struggling wildlife, flood safety, climate resiliency, water conservation, healthy communities, and strong local economies.

We are growing fast and looking for passionate team members to help us increase our pace and scale of restoration.

Why We Do It

Healthy rivers are essential for a vibrant California. They provide fresh water for growing our food, economy, communities, and wildlife found nowhere else. Rivers support more species and in greater numbers than any other ecosystem in California—making our state a worldwide biodiversity hotspot. Yet just 5% of our native riverside habitat remains. What's left needs reviving.

The actions we take during this decade will decide California's future. With their exponential benefits for wildlife, natural resources, and communities, healthy rivers are critical for a flourishing Golden State for generations to come.

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, paid time off, life insurance, disability coverage, employee assistance programs, other well-being benefits.

We're proud of our supportive culture and focus on work-life balance.

Position Description

The Seasonal Seed Cleaning Technician works with Heritage Growers (a venture of River Partners) to process raw field material brought in by our Wildland Collections team and produce cleaned seed that will be used to amplify plants on Heritage Growers' farm. The Seed Cleaning Technician will be responsible for operating a multitude of equipment including, but not limited to, a small seed cleaning mill, an array of power tools and hand cleaning screens. This position will be located at Heritage Growers' seed cleaning facility located at 7681 Sycamore Slough Rd. in Colusa CA. There may be times when the technician also assists the farm team when work is slow in the warehouse which includes, but is not limited to, monitoring crops for ripeness, checking fields for weeds, implementing weed control measures including hoeing, tracking harvested crops, inputting data and testing harvested seeds for moisture. This position will also require some computer work, which will include working with Microsoft Word, Excel and other data collection databases. The position requires some prior knowledge of plant physiology, but most important is a willingness to learn and an ability to pay attention to details.

Essential Functions and Responsibilities

- Breakdown field material and produce cleaned seed
- Operate seed cleaning machinery to achieve goals
- Track data (weights, cleaning logs, location)
- Manage collected field material
- Assist with collecting samples of cleaned seed
- Assistance with data collection of the production farm
- 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 cleaning goals

Required Knowledge, Skills, and Abilities

- Passionate about learning
- Proficiency in identifying seeds
- 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 work attire
- Strong working knowledge of common computer applications including excel
- Track record of delivering high-quality results under tight deadlines
- Ability to be on your feet all day
- Ability to routinely lift 25-50 lb. bags of seed
- Able to work in warm weather conditions
- Prioritizes safety around equipment
- A valid driver's license with a clean DMV record
- Interest in native seed and the development of best methods to process native seed using a variety of methods and equipment

Qualifications

- Prior experience with seed mills preferred but not required
- Some familiarity with native plants or willingness to learn
- Experience with power tools/air compressors
- 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 & Benefits

Non-Exempt position. Pay Range \$18.00-\$25.00

River Partners offers a generous benefits package including ample holidays and paid time off, an alternative work week schedule, flexible location and hours, health insurance, and up to 4% 401(k) match on your contribution

To learn more about River Partners leading approach to restoring California ecosystems, please visit our website: <http://riverpartners.org>

To Apply

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

[Careers at River Partners](#)

Working Conditions/Physical Effort:

Does this job have any travel requirements? ☒ Yes ☐ No

Percentage of time spent traveling:

- ☒ 10-25%
☐ 26-50%
☐ >50%

Travel is by (check all that apply):

- ☒ Car
☐ Airplane
☐ Other: _____

Does this job require that weight be lifted or force be exerted? If so, how much and how often? Check the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 25 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 50 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 100 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More than 100 pounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How much on-the-job time is spent in the following physical activities? Show the amount of time by checking the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sit	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use hands to handle or feel	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Reach with hands and arms	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Climb or balance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stoop, kneel, crouch, or crawl	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Talk or hear	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taste or smell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How much noise is typical for the work environment of this job? Check the appropriate level below.

- ☐ Very quiet (examples: forest trail, isolation booth for hearing test)
☐ Quiet (examples: library, private office)
☐ Moderate noise (examples: business office with computers and printers, light traffic)
☒ Loud (examples: metal can manufacturing department, large earth-moving equipment)

☐ Very loud (examples: jack hammer work, front row at rock concert)

How much exposure to the following environmental conditions does this job require? Show the amount of time by checking the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Work in high, precarious places	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fumes or airborne particles	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toxic or caustic chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outdoor weather conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Extreme cold (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme heat (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of electrical shock	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work with explosives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of radiation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Does this job have any special vision requirements? Check all that apply.

- ☒ Close vision (clear vision at 20 inches or less)
- ☒ Distance vision (clear vision at 20 feet or more)
- ☒ Color vision (ability to identify and distinguish colors)
- ☒ Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
- ☒ Depth perception (three-dimensional vision, ability to judge distances and spatial relationships)
- ☐ Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)
- ☐ No special vision requirements

Describe the specific job duties that require the physical demands selected above:

- Operating agricultural-type equipment.

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, religion, age, status as a protected veteran, status as an individual with disability, or any other protected group status or non-job related characteristic as directed by law.