


Position Title: Native Seed Cleaning Mill Operator	
Status: Full-time	
Location: Colusa, California	
Reports to: Farm Manager	

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

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 position leads the cleaning operations process for Heritage Growers (a venture of River Partners). The Native Seed Cleaning Mill Operator works with Heritage Growers' management team to clean native seed produced on Heritage Growers' seed farm as well as native seed collected from wildland settings. The job entails leading the native seed cleaning process via a combination of small to large sized cleaning equipment and, when appropriate, via manual methods. A substantial number of species with many sizes, shapes, and weights will be cleaned with approaches varying between species and seed lots. Flexibility, creativity, and problem-solving skills are required to determine the most efficient and effective method to clean every seed lot. The position requires good mechanical skills, the ability to diagnose issues that arise during the seed cleaning process and detailed record keeping to guide and improve future cleaning efforts. Occasional travel required.

The position also involves assisting with the production of native seed on Heritage Growers seed farm. This will require working on a diverse set of tasks including cultivation, planting, irrigation, weed control, harvesting as well as wildland collections. It will include the operation of farm equipment and some manual labor to accomplish the many tasks associated with production of native seed. It is a unique opportunity to learn about native seed production – a sought after set of skills that few people possess.

Supervisory Responsibilities: This position does not have supervisory responsibilities. However, coordination with assistants may be necessary while operating the cleaning mill and some supervisory experience desired but not required.

Some of the essential functions and responsibilities include:

- Operation and maintenance of various seed cleaning equipment, tractors, and forklifts
- Mechanical skills including the ability to maintain equipment and make minor repairs
- Interest in native seed and the development of best methods to clean seed using a variety of treatments
- Mechanical skills sufficient to maintain equipment and make minor repairs when necessary
- Ability to work independently under the guidance of the Farm Manager
- Mixing, bagging, and tagging the native seed produced.
- Detailed record keeping
- Identification of weed seeds.
- Drying and curing of native seed prior to cleaning, bagging, and storage
- Wildland seed collection
- Implementation of native seed farming practices including planting, irrigation, weed control and harvesting.
- Performs other assignments from time to time as requested by the Farm Manager and General Manager to achieve department and company business goals

Knowledge Skills and Abilities:

- Attention to detail.
- Operation and maintenance of equipment
- Demonstrate cooperative behavior with colleagues, supervisors, and managers at all times
- Working well under pressure performing multiple tasks and sometimes with competing timeline requirements
- Ability to apply logical thinking and sound judgment to a wide range of practical problems

- Interest and ability to learn native seed production tasks and improve upon performance as technical skills are obtained.
- Commitment and enthusiasm to carry out River Partners mission.
- Basic computer and technology skills

Qualifications:

- Minimal qualifications include high school diploma or general education degree (GED) and 1+ years of related experience and/or training
- Valid California driver's license with clean DMV Record
- Huller/packing line experience helpful
- Must be mechanically inclined.
- Prior seed cleaning experience is preferred but not required.
- Bilingual in Spanish preferred but not required.
- Must be willing to work in seasonally hot and cold conditions.
- Some supervisor experience desired but not required.

Compensation:

Compensation commensurate with experience, anticipated range between \$26-\$31 per hour.

To apply email your resume & cover letter to:

jobs@riverpartners.org Subject: Native Seed Conditioning Lead

Colusa California

Or send to:

River Partners

Attn: Native Seed Cleaning Mill Operator

580 Vallombrosa Avenue

Chico, CA 95926

Please no telephone calls.

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.