

Position Title: Wildland Seed Collection Manager

Location: Remote, Northern California

Status: Full-Time

Start date: Flexible

Reports to: Heritage Growers General 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, 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 Wildland Seed Collection Manager works with Heritage Growers' (a venture of River Partners) management team to manage the collection, processing and inventory of wildland collected source-identified native seed. The wildland native seed collection process includes the identification of wildland seed collection locations, obtaining permission to collect, monitoring seed ripeness, seed collection, seed conditioning, seed testing and managing seed inventory. Many species and ecotypes from Northern California will be collected and processed to support Heritage Growers seed amplification, nursery

production and seed sales processes. 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 botanical skills, the ability to determine when seed is ripe and ready to collect and careful documentation of the collection process. Approximately 25-50% travel will be required during the spring-fall seed collection period.

The position also involves assisting with the overall management of Heritage Growers. This includes assistance with management of client relations, designing native seed mixes, management of seed inventory and testing, documentation of the production process and management of contracts with public and private clients.

Supervisory Responsibilities: This position involves the supervision of wildland seed collection crews.

Some of the essential functions and responsibilities include:

- Preparing permit applications to collect native seed
- Identifying native seed collection locations and obtaining permission to collect
- Monitoring seed for ripeness and determination of seed fill
- Managing seed collection crews
- Assistance with seed inventory management
- Interest in native seed and the development of best methods to collect, dry and process native seed using a variety of methods
- Ability to work independently under the guidance of the General Manager
- Detailed record keeping
- Development of native seed mixes
- Other assignments as requested achieve department and company business goals

Knowledge Skills and Abilities:

- Plant species identification
- Determination of seed ripeness
- Management of seed collection crews
- Demonstrated 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
- Commitment and enthusiasm to carry out River Partners mission.
- Strong working knowledge of common computer applications including Excel

Qualifications:

- Bachelor's degree or higher in botany, plant sciences, habitat restoration, natural resource management or other related disciplines. Substantial experience considered in lieu of educational qualifications.
- Valid California driver's license with clean DMV Record
- Prior native seed collection experience
- Bilingual in Spanish preferred but not required.

Compensation:

Salary is commensurate with experience, anticipated to range between \$65,000 and \$80,000 annually.



Location:

The Wildland Seed Collection Manager is a remote position based in Northern California.

To Apply:

Please email your resume, cover letter and three references to jobs@riverpartners.org Subject: Wildland Seed Collection Manager

Or send to:

River Partners
Attn: Wildland Seed Collection Manager
580 Vallombrosa Avenue
Chico, CA 95926

Please no telephone calls.

Open until filled.

If you are interested in applying or want to learn more, please visit our website:

<https://riverpartners.org/about-us/careers/>

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.