



## Native Seed Farm Field Technician

Location: Colusa, California

Status: Full-Time, Hourly

Start date: Flexible

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

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.

Heritage Growers was started by the seasoned restoration experts at River Partners. At Heritage Growers, we're driven by the vision of a vibrant California, with many thousands of acres of restored habitat. The seeds and plants that pass through our hands are the keys to making this vision a reality. By working with our clients and partners to restore ecosystems across the state, we're creating a legacy of rich biodiversity for future generations. Together, we can mend the mosaic of California's natural wonders one native seed and plant at a time.

### 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 Native Seed Farm Field Technician works with the Farm Manager and Assistant Farm Manager in the operation of field equipment and manual labor in the process of native seed

farming.

Note: The Native Seed Farm Field Technician position involves challenging work and long hours. During much of the year, the work will include 5.5-day workweeks, which can include significant amounts of overtime. During some times of year, (i.e., winter months) when there is limited access to the fields due to weather or field conditions, hours would be reduced. The position requires a flexible work schedule.

### **Supervisory Responsibilities**

This position does not have supervisory responsibilities.

### **Essential Functions and Responsibilities**

- Implementation of meticulous planting procedures for numerous native species
- Irrigation of farm plantings as needed and maintain irrigation systems.
- Control of weeds in fields using a variety of methods including spraying, mechanized and manual cultivation and working with farm labor crews to weed fields periodically.
- Harvest of native seed using a variety of methods
- Drying and curing of native seed prior to bagging and storage
- Assisting with cleaning of native seed
- Observing and listening to machinery operation to detect equipment malfunctions.
- Operate and/or tend equipment used in farm operations (such as tractors, swathers, combines, disk harrows, agricultural mowers, and irrigation equipment)
- Adjust, repair, and service farm machinery and notify supervisors when machinery malfunctions.
- Provide regular communication to the Farm Manager on field status.
- Assist in directing, supervising, and monitoring field crews in planting, irrigation, spraying, and other agricultural duties.
- Mix, bag, and tag native seed produced.
- The operation of pesticide spray rigs in a safe and effective manner, paying close attention to standard safety practices, weather conditions and adequate plant protection
- Mixing specified materials or chemicals, and dump solutions, powders, or seeds into planter or sprayer machinery
- Spray fertilizer or pesticide solutions to control insects, fungus and weed growth, and diseases, using hand sprayers.
- Performs other assignments from time to time as requested by the Farm Manager and Native Seed Program Director to achieve department and company business goals.

### **Required Knowledge, Skills, and Abilities**

- Interest in production of native seed for habitat restoration.
- Experience in row crop production agriculture.
- Experience watching gauges, dials, or other indicators to make sure agricultural machines are working properly and determining causes of operating errors.

- Experience performing routine maintenance on equipment and determining when and what kind of maintenance is needed.
- Demonstrate cooperative behavior with colleagues, supervisors, and managers always.
- Intermediate computer proficiency skills
- 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.
- Ability to read, understand, and follow oral and written instruction.
- Integrity and ethics beyond reproach
- Commitment and enthusiasm to carry out River Partners mission.

### Qualifications

- 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
- Prior experience and/or training with agricultural equipment and processes (tractor work, strip spraying)
- Bilingual in Spanish preferred but not required.

### Compensation

The anticipated hourly rate for this position is \$18-\$22, depending on experience.

### Location

This position reports from Heritage Growers Farm in Colusa, California.

### To Apply

Please submit a cover letter, resume, and contact information for three references in a PDF saved with your last name and the position job title separated by an underscore (e.g., Smith\_Farm Technician) to [jobs@riverpartners.org](mailto:jobs@riverpartners.org).

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

### Working Conditions/Physical Effort

Overall: Primarily production agricultural related work activities requiring moderate to occasionally high levels of physical exertion. This position also includes some standard office work.

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: \_\_\_\_\_

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

- Working in a farm field or Seed Cleaning Mill.

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 checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Taste or smell	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Work in high, precarious places	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fumes or airborne particles	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Extreme heat (non-weather)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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

**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.