



## Seasonal Botany/Wildland Seed Collection Technician

Location: Central California; Hybrid  
Status: Seasonal, full-time  
Start date: March 1, 2024, or until filled  
End date: October 31 with potential for extension  
Reports to: Wildland Seed Collection 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 Seasonal Botany/Wildland Seed Collection 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 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 botanical skills, the ability 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 collection process, and other administrative functions necessary to support the tracking and documentation of native seed collection.

### **Essential Functions and Responsibilities**

- Conduct pre-collection 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 properly identifying herbaceous and woody species
- 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
- 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 and/or seed collection.
- 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 medical insurance, ample holidays and paid time off, an alternative work week schedule, flexible location and hours, 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 in a PDF saved with your last name and the position job title separated by an underscore (e.g., Smith\_Seasonal Botany Tech) 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

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 below:**

- Hiking in various terrain collecting data and harvesting seed.
- Driving for long periods of time
- Working at a computer, using a copier, and reading documents.

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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Up to 25 pounds	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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"/>
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 checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work in high, precarious places	<input type="checkbox"/>	<input checked="" 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 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 checked="" type="checkbox"/>	<input 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

**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.