



Friends of Sausal Creek

PROMOTING WATERSHED AWARENESS

Job Announcement: Restoration and Nursery Manager (RNM)

The Friends of Sausal Creek (FOSC) seeks an enthusiastic and experienced professional to maintain and expand FOSC's ongoing watershed restoration efforts and to manage the FOSC Native Plant Nursery in Joaquin Miller Park. The restoration and nursery manager (RNM) coordinates and leads FOSC's restoration and nursery community volunteer workdays, as well as occasionally leading field trip groups. The RNM is responsible for tracking workday data, contributing to grant reporting, grant writing and other fundraising.

FOSC has been one of the Bay Area's premier environmental restoration and oversight organizations for 25 years. We are a volunteer-based, nonprofit, community organization dedicated to promoting awareness, appreciation, and stewardship of Oakland's Sausal Creek Watershed. In addition to hands-on habitat restoration work, we offer K-12 environmental education programs, engage thousands of volunteers in local environmental stewardship, and collaborate with local government agencies and with other nonprofits on larger projects to enhance and protect the local ecosystem.

Restoration: With the help of many dedicated volunteers, FOSC manages over 20 restoration projects throughout the watershed in riparian, redwood, grassland, woodland, and urban garden sites. Volunteers remove invasive, nonnative species, install erosion control material, pick up trash, remove graffiti, install fencing and signs, and plant native plants grown in our native plant nursery. The RNM:

- leads public restoration project workdays with volunteers and student/youth groups
- supervises and trains interns, crew leaders, and volunteers.
- coordinates efforts with project partners such as Eagle Scouts and local organizations
- supports volunteer restoration site leaders
- manages, monitors, and works on key restoration projects and sites (e.g. rare and endangered plants, erosion control, creek daylighting).
- assist with community outreach, coordinating with the City of Oakland

Nursery: The RNM implements and maintains best management practices for producing clean nursery stock and should have working knowledge of the techniques, materials, and equipment used in the propagation of California native plants. The nursery management involves:

- growing approximately 7,000 local CA native plants annually with students and volunteers: propagule collection in local parks; seed cleaning, treatment, storage and sowing; transplanting and maintaining healthy plants; irrigation scheduling and maintenance
- developing planting plans and production schedules for FOSC restoration projects and the annual native plant sale
- leading volunteer workdays in the nursery and seed hikes within the watershed
- teaching and upholding best management practices for phytophthora and other pathogens and pest
- facilities management

Terms, Schedule, and Direction Received

This position is full-time (35-40 hours per week), with a somewhat flexible schedule, but the candidate must be able to work Saturdays, occasional weeknights and a Sunday in October (native plant sale). The rate of pay is \$25 to \$27/hour depending on experience. The selected candidate will be responsible for their own transportation, including transporting tools and nursery plants to work sites. Benefits include: paid sick leave, personal time off, and five holidays and a health care reimbursement arrangement.

The RNM will receive support from the education and outreach coordinator and guidance and direction from the executive director and FOSC board of directors. Because there is no centralized office, it is essential that the selected candidate have the experience and motivation to work independently with minimal day-to-day supervision while keeping appropriate parties informed.

Desired Professional Qualifications and Skills

Restoration and Nursery/Plant Knowledge

- Undergraduate degree in a related field of study (Environmental Science, Botany, etc.) or two years relevant nursery work experience
- Local California native and nonnative plant identification skills
- Knowledge of creek and watershed-related environmental issues
- Knowledge of the theory and practice of ecological restoration, plant biology, plant communities, and local habitat types
- Plant propagation skills and knowledge about germination, biosecurity, and soil hygiene.
- Skills to manage and maintain irrigation and nursery infrastructure
- Experience leading citizen science programs and experience with vegetation monitoring practices a plus

Community Engagement and Interpersonal Skills

- Experience with community outreach/recruitment and group facilitation
- Experience working with and commitment to engaging youth and community members from diverse backgrounds, new community members, and long-term volunteers of all ages and backgrounds
- Ability to nurture relationships with city staff, site leaders, neighborhood associations, and other groups concerned with water quality improvement and habitat restoration
- Ability to lead fast-paced workdays with multiple activities occurring at the same time
- Strong interpersonal skills, including the ability to accept feedback from volunteers; highly motivated with strong work ethic; and demonstrated responsible behavior and judgment

Administrative and Logistics Support

Able to:

- Perform several tasks concurrently, meet deadlines and work with changing priorities
- Develop and follow work and production plans and timelines
- Purchase and maintain tools and supplies, track project budgets
- Engage in computer work and data entry; have a good working knowledge of word processing, database, and spreadsheet software; experience using Salesforce is a plus
- Communicate effectively both orally and in writing.
- Lift 40 pounds, hike on rough terrain, and spend up to eight hours a day outside

To Apply

Applications will be reviewed upon submission; applicants **are encouraged to apply by February 10, 2022**. To apply, please email a PDF cover letter and résumé to jobs@sausalcreek.org