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1150 Carroll Avenue, San Francisco, CA 94124

415-463-0213

JOB ANNOUNCEMENT:

Restoration Technician EcoApprenticeship

Literacy for Environmental Justice (LEJ) is a place-based nonprofit organization which for twenty years has strengthened at-risk communities and the natural environment in southeast San Francisco, with an emphasis on engagement with children and youth. Our work has ranged from campaigns to address food deserts in the Bayview/Hunters Point District, to organizing grassroots momentum to close polluting energy plants, to development of southeast San Francisco's first LEED Platinum-Certified green building, and spearheading a major infrastructure and habitat improvement project for Candlestick Point State Recreation Area on the SF Bay Shore. LEJ links extensively with public agency, non-profit, grassroots community, and corporate partners. We received an Environmental Justice award from the US EPA in 2011. But our core activities have always revolved around connecting marginalized youth with nature by getting their 'hands on the land' through experiential environmental education, service-learning, 'green-collar' workforce development, and outdoor recreation.

Our busy and growing Native Plant Nursery is a cornerstone of our organization -- producing tens of thousands of locally-adapted natives annually for in-house urban greening activities; serving as an outdoor classroom; and providing the stock for revenue-generating contracts in green infrastructure, climate-smart landscaping, and habitat restoration for other commercial, public agency, and non-profit clients. Our Nursery is located at Candlestick Point State Recreation Area, and will soon undergo a doubling in square-footage, along with significantly greater production-boosting infrastructure.

We are seeking a ***Restoration Technician EcoApprentice*** to support this exciting growth phase in LEJ's operations.

POSITION OVERVIEW

Restoration, Nursery, and Stewardship 60 %

- Support with nursery team in collection, processing and propagation of 30-40 native plant species with targeted production goal of producing approximately 7,000 native plants this fall
- Support field technician for LEJ restoration sites and contracted restoration and plant production related services under direction of Executive Director. Includes record keeping, and daily check ins
- Supports restoration sites with an emphasis in plant establishment, invasive removal and site preparation for winter planting sites

- Support in executing nursery protocols related to pathogen control/ testing, seed collection, and general plant care/ health
- Support personnel for stewardship operations. Includes field office, vehicle and equipment upkeep and maintenance, nursery/ community garden's daily operations and maintenance, including ongoing nursery improvements. Task(s) includes record keeping and regular check-ins with Executive Director and LEJ stewardship staff

Programs 40%

- Supports restoration, nursery operations and education experiences into select LEJ programs under the direction of Executive Director in partnership with LEJ program staff
- Keeps calendar updated and maintains quick reply to emails, calls and texts on a daily basis
- Supports and co--leads volunteer stewardship activities at Candlestick State Recreation Area (CPSRA), CPSRA Nursery and Community Garden and other sites under direction of Executive Director in partnership with LEJ staff

DESIRED KNOWLEDGE, SKILLS AND ABILITIES

- Education or interest in horticulture, biology, botany, natural resource management, or equivalent.
- Experience in volunteer engagement, especially working with volunteers of all ages and backgrounds.
- Experience in botany, plant morphology and the use of taxonomic keys to accurately identify plant species.
- Field-based knowledge of local native flora.
- Proficient in computer programs including Microsoft Office, Google Applications, and database systems. Familiar with GIS technologies.
- Valid CA Driver's License, clean driving record, and ability to drive large vehicles. Must be approved for coverage by LEJ's insurance carrier.
- CPR and First Aid certification preferred.

ATTRIBUTES

- Mission driven: shares enthusiasm in educating and inspiring others about conservation, public parklands, habitat restoration, and the mission of the Native Plant Nursery.
- Interpersonal skills: considers and responds appropriately to the needs and capabilities of different people in different situations; is tactful, and treats others with respect; relates effectively to others when encountering difficult situations.
- Leadership: exhibits confidence in self and others; inspires and motivates others to perform well; effectively influences actions and opinions of others.
- Communication: speaks clearly and effectively, is thoughtful, persuasive; writes clearly and informatively; varies writing style to meet needs. Is comfortable speaking in group settings.
- Teamwork: pitches in and contributes to achieving group goals; supports everyone's efforts to succeed; balances team and individual responsibilities.
- Flexibility: Willingness to adjust to changing timeframes and expectations. Willingness to try new approaches, explore new possibilities in programming. Is able to support the team when needed.
- Dependability: completes tasks on time; takes responsibility for own actions; can be relied-upon.
- Judgment: exhibits sound and accurate judgment; can clearly explain reasoning for decisions; includes appropriate people in decision-making process; demonstrates persistence and overcomes obstacles; takes calculated risks to accomplish goals.
- Productivity: effective when working independently with little or no supervision. Completes work in timely manner; strives to increase productivity; works quickly.
- Quality: demonstrates attention to detail, accuracy and thoroughness.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT

- Work is performed in outdoor/indoor settings.
- Work is primarily performed standing or walking.
- Work requires squatting and kneeling.
- Regularly sits at a computer station and operates electronic equipment for up to 8 hours per day.
- Frequently lifts, carries, and positions objects weighing up to 35 pounds.
- Works outside in inclement weather.
- Drives large vehicles (no special license required).

SCHEDULE

- Program Begins January 15th and goes until August 31st, with an optional break for finals from May 11th-June 4th.
- Because of the nature of the work, preference in hiring is given for applicants that can work 4-5 days a week. Tuesday - Saturday 8:00 am to 4:30 pm
- Applicants that can work 3 days a week may still apply and will be given consideration

STIPEND

- \$75 per day of work
- \$75 transportation stipend

Please email your resume and thoughtful cover letter describing your achievement of the requirements to:

Bridget Llanes, Community Program Manager @ Literacy For Environmental Justice

bridget.llanes@lejyouth.org

Please no phone calls about this position.

Application deadline **December 1st, 2018**

LEJ is committed to inclusion and representation of cultural diversity in our staffing. Applicants that represent the diverse audiences LEJ serves are strongly encouraged to apply.