

## **Position Announcement**

**POSITION TITLE:** Nursery Team Member (Tech I)

**STATUS:** Full Time, Non-Exempt

**REPORTS TO:** Nursery Program Supervisor

**POSITIONS REPORTING TO THIS POSITION:** None

**LOCATION:** Smith Valley and Yerington, NV

We invite you to join us in our ambitious mission to restore Walker Lake. The Conservancy has an inclusive, positive culture that values work-life balance and growth opportunities. Our generous benefits package further separates us from other non-profits and local employers.

**BACKGROUND:** The Walker Basin Conservancy acquires water rights and ranches to increase freshwater flows to Walker Lake. We re-establish native plant communities on former agricultural fields, increase public access and recreation opportunities, and develop practical solutions to save Walker Lake and protect environmental interests throughout the Walker Basin. From creating Nevada's newest State Park (the Walker River State Recreation Area) to adding thousands of acres to Wildlife Management Areas, our work impacts thousands of community members, ranchers and recreationists every year. The Conservancy operates a nursery that produced more than 25,000 native plants in 2021 and produces native seed for conservation purposes on its properties. Our team comprises approximately 30 full-time employees and between 15 and 40 AmeriCorps Members given the season.

**JOB PURPOSE:** The Nursery Team Member supports the Nursery Manager and Program. The ideal candidate will possess nursery propagation, seed collection and greenhouse or farm experience knowledge and skills. The successful candidate will have an interest in mentorship and teaching their peers, as well as patience, technical aptitude, focus on efficiency and high level of comfort in the outdoors. The Nursery Team member is an essential part of the Conservancy's Nursery and Farm Team and our ability to plan and manage Nursery and Native Seed Initiative Programs effectively and efficiently.

### **Salary & Benefits**

Salary range of \$17-25/hour, commensurate with experience.

Additionally, the Conservancy provides an excellent employee benefits package which includes:

- Employer paid health, dental and vision plans for employee (worth over \$5,200 annually);

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- Retirement 403(b) plan including a Conservancy contribution equal to 6% of your salary (\$1,996 to \$2,745 annually);
- Employer paid life insurance plan for employee (pays up to 1x employee's yearly salary to beneficiary)
- 120 hours of annual paid vacation, increasing to 160 hours after first year, 16 hours of annual personal leave, and 60 hours of annual sick leave;
- Paid holiday week between Christmas and New Year's in addition to 12 paid holidays during the year.
- Health and wellness subsidy of up to \$300 annually.
- Access to outdoor industry pro-deals.
- Monthly professional development and training opportunities, including Coursera, as well as additional employer paid professional development opportunities.

### Essential Functions

- Execute nursery operations, maintenance, and repairs;
- Execute seed collection, acquisition, seed cleaning, stratification, germination and harvest and storage and certification;
- Execute and record data for nursery and farm trials and experiments;
- Participate in the successful vegetative plant materials collection, propagation, growing on, and planting;
- Participate in retail and wholesale plant and seed sales;
- Collect and Input Data into Nursery ORP management software;
- Operate vehicles, such as trucks and ATVs, trailers, farm and nursery equipment and implements, irrigation systems, and hand and power tools;
- Clean driving record and a NV State driver's license, or ability to obtain within 1 month of hire;
- Able to work for extended periods of time on concrete floors;
- Able to work in elevated greenhouse temperatures;
- Able to work flexible hours including start times that may be earlier than rest of crew;
- Able to work weekends and or holidays when needed;
- Able to work overtime when required to finish the task or project that is time sensitive or to ensure the health of our plant materials or seed collection goals;
- Follow company policies and practices while representing Walker Basin Conservancy in an ethical and business-like manner in all interactions with employees, governmental agencies, growers, customers, etc.;
- Ensure the security of Walker Basin Conservancy confidential and proprietary information and materials;
- Consistently demonstrates adherence to the Conservancy's core values of:
  - Make a Difference: we are looking for someone who actively engages in impactful conservation efforts that directly contribute to positive environmental and community outcomes;



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# Walker Basin Conservancy

- Ensure Excellence: we are looking for someone who consistently upholds the highest standards of professionalism, competence, and ethical conduct in all activities;
- Own it: we are looking for someone who takes personal responsibility and accountability for their own role in conservation initiatives, acknowledging mistakes, and actively seeking opportunities for improvement.; and
- Other duties as assigned by the Walker Basin Conservancy.

## Preferred Qualifications

- Experience with nursery operations, plant propagation and seed production;
- Relevant practical experience with a nursery, botanic garden and/or farm;
- Understanding of the ecological communities of the Great Basin;
- Bilingual English /Spanish communications are preferred;
- Public speaking and community volunteering experience
- Ability to keep detailed records, communicate with other staff and supervisors, and work unsupervised to accomplish program tasks.

## Physical and Mental Requirements

Strength, dexterity, coordination and vision to use tools and equipment for prolonged periods. Strength and stamina to bend, stoop, sit and stand for long periods. Strength and dexterity to operate small, medium and heavy equipment. Strength and stamina to endure standing and working for long periods in extreme weather conditions. Dexterity and vision to observe oncoming traffic hazards and react quickly to emergency situations. Some heavy lifting (over 75 pounds) is occasionally required.

*In compliance with applicable disability laws, reasonable accommodations may be provided to qualified individuals with a disability who require and request such accommodations. Applicants and incumbents are encouraged to discuss potential accommodations with the employer.*



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Field Station  
1 US HWY 95A E  
Yerington, NV 89447

● Walkerbasin.org  
775-463-9887  
info@walkerbasin.org

● Admin Office  
615 Riverside Dr. STE C  
Reno, NV 89503

### **Working Conditions**

This position functions in both outdoor and indoor environments. Indoor work will occur in a clean environment, typically performed at a desk. Outdoor settings will be exposed to varying weather conditions, including, but not limited to extreme heat, dry conditions, rain, snow or hail, and extreme cold. Work sites will generally be in areas with at least primitive road access for vehicles. Work sites will generally not have access to potable water, restroom facilities or cellphone signals, and staff will be expected to follow Leave No Trace principals on work sites without facilities. Work will frequently require hiking over rough terrain while carrying tools and equipment. The work environment is generally dirty, with prolonged exposure to conditions such as dust, fumes, noise and odors. Frequent interruptions to planned work activities occur.

**Position will remain open until filled. Only top candidates will be contacted.**



**All applicants must also submit an Employment Application Acknowledgement form that can be found on our website at: <https://www.walkerbasin.org/careers>**

**To Apply, please send cover letter, resume, and acknowledgement form to:**

Dan McClure, Nursery Director

[Dan.mcclure@walkerbasin.org](mailto:Dan.mcclure@walkerbasin.org)

Subject Line: Nursery Team Member (Tech I)

Please call (775) 220-4107 with questions.

Walker Basin Conservancy is an equal opportunity employer.

*Equal Opportunity Statement – Walker Basin Conservancy is an equal opportunity employer. The Conservancy does not discriminate against any employee, applicant, director, officer, contractor, or any other person with whom it deals because of race, creed, color, disability, age, sex, veteran status, religion or political affiliation. The Conservancy complies with all federal and local statutes prohibiting discrimination in employment.*

*Reasonable accommodations may be provided for qualified individuals with a disability.*

*Disclaimer - The statements contained herein are intended to describe the general nature and level of work to be performed by the employees in these positions. The statements are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in each position. Other responsibilities, duties, and skills may be assigned and management retains the right to add or change the responsibilities, duties, and skills at any time.*

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