

About Solano Resource Conservation District

Solano Resource Conservation District (Solano RCD) is a special district to the State of California that works closely with a variety of local and regional partners to enhance and protect Solano County watersheds through strategic restoration activities, water education and outreach programs, and by offering conservation planning and watershed coordination services to local residents and landowners. Solano RCD staff and its Board of Directors strive toward excellence, equity, inclusion, collaboration, and appreciation in the work performed and welcome candidates who share these same values.

Position Summary

Solano RCD is hiring 1-2 Seasonal Restoration Technicians for the 2023 field season.

Seasonal Restoration Technicians (SRT) will assist with habitat restoration projects in Solano County. Tasks will include establishing native plants, irrigation operation and maintenance, weed control, propagation, and monitoring restoration sites. The technician position is an outdoor, field-based position that will require work in wildland settings, inclement weather, and temperature extremes. The SRT position is geared towards individuals who are considering a career or course of study in restoration ecology, landscape management, environmental studies, botany, or biology.

Work Schedule

The seasonal position will run from January to June of 2023. Depending on project funding there may be a possibility to extend the position(s) through the summer and/or converting to permanent employment.

The work week consists of four 8–10-hour work days each week from Monday to Friday (32-40 hours/week). Occasional Saturday work may be available but is not required. Work days may occasionally be rescheduled based on weather and field conditions. Start times between 6:30-7:30 AM will be typical but may occasionally be earlier or later.

Essential Duties and Responsibilities

- Transportation: Driving pick-up trucks, towing trailers and equipment, loading and unloading tools, plants, mulch, and supplies.
- Planting: Planting and propagation from seeds, cuttings, and nursery stock.
- Weed control: Herbicide application, weed whacking, mowing, and manual weed removal.
- Irrigation: Operating pumps, hand watering, and installing and maintaining drip irrigation systems.
- Monitoring: Observing and recording plant health, weed populations, and wildlife.
- Fire and Flood Recovery: Removing vegetation, clean-up, mulching, and seeding.
- Leading volunteers on restoration activities.

This position is 90% outdoor field work. Project sites include grasslands, riparian and wetland habitat, hedgerows, vegetated canals, public lands, urban parks, and farm and ranch ponds. On-the-job training will be provided to Seasonal Restoration Technicians for all technical habitat restoration activities, including the safe use of equipment and herbicides. Applicants must be able to work as a team member and also independently at project sites.

Work days will begin and end at our office in Dixon, CA. Transportation to field sites will be in Solano RCD vehicles. Our Covid-19 policy may require masks in shared vehicles, the office, and indoor spaces. SRTs may occasionally need to drive their personal vehicles to field sites and Solano RCD will provide mileage compensation at the IRS-approved rate.

Minimum Qualifications

- Experience and enthusiasm for working outdoors.
- Professional or personal experience working with plants.
- Must possess and maintain a valid California Class C Driver's License and have personal liability insurance.
- Must be able to lift, bend, stoop, kneel, and carry heavy objects up to 50 pounds.

Desired Qualifications

- Demonstrated interest in California native plants, habitat restoration, botany, or ecology.
- Experience operating weed whackers, power equipment, ATVs/UTVs, trailers.
- Familiarity with the communities, agricultural lands, and natural landscapes of Solano County.
- Degree or course work in environmental studies, botany, biology, or restoration ecology.
- Experience applying herbicides with backpack sprayers and ATVs

Conditions of Employment

- Must be able to work in a variety of environments, temperature and weather extremes, standing/walking outdoors in extreme temperatures as well as on uneven terrain.
- Must be a team player with an ability to work with staff, volunteers, board members and local landowners who have a diverse range of backgrounds, motivations and interests.
- Employment at the Solano RCD is employment at-will. Employment at-will may be terminated with or without cause and with or without notice at any time by the employee or the District.

Compensation and Benefits

The Seasonal Restoration Technician position is temporary and non-exempt (hourly) with a wage of \$20-22/hour, depending on experience. A monthly medical stipend will be provided. Paid holidays will be provided. SRTs will receive a uniform stipend and cell phone allowance.

How to Apply

Submission: Submit a cover letter describing your interest in the position and a 1-2 page resume with two professional references to Caitlyn Morrissey at caitlyn.morrissey@solanorcd.org. The positions are open until filled, please submit your application by **Monday, November 21st** to be considered in the first round of application reviews.

Notification: All applicants will be notified of the status of their application via email.

Selection Process: The application materials for applicants meeting the minimum qualifications will be reviewed by a screening panel to select the best qualified for testing or interview.

Solano Resource Conservation District is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, gender identity or expression, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other status covered by local, state, or federal law. Our goal is to be a diverse workforce that is representative, at all job levels, of the communities we serve.