Restoration Senior Coordinator
California Native Plant Society
Job Announcement

About CNPS

The California Native Plant Society (CNPS) is a statewide non-profit conservation organization (www.cnps.org) founded in 1965, with more than 10,000 members in 35 chapters across California and Baja California, Mexico. The mission of CNPS is to increase understanding and appreciation of California's native plants and to conserve them and their natural habitats through scientific study, education, advocacy, horticulture, and stewardship.

Land Management and Stewardship

As a team of professionals and volunteers, we accomplish our mission through scientific research, conservation, legislative advocacy, education, and gardening. Our network of chapters offers a range of stewardship opportunities, from occasional weed-pulling events to concerted early detection or habitat restoration programs. Until now, CNPS has not had a staff person solely responsible for coordinating land management and stewardship activities. We seek to provide coordination and best practices as they apply to land management work, such as invasive plant detection and removal, prescribed fire and fuel reductions, and restoration planting through better connection with our staff, chapter volunteers, and partners. The Restoration Senior Coordinator will be fundamental in making that happen.

Job Summary

The Restoration Senior Coordinator is a full-time non-exempt position directly supervised by the Director of Biodiversity Initiatives. This position is responsible for providing program oversight and development, with input and direction. The Restoration Senior Coordinator will coordinate with CNPS staff, chapter representatives, partners, and other stakeholders to effectively promote land management that supports native plant diversity, restoration that considers pathogens, genetics and other variables, and coordinated and meaningful stewardship.

Duties and Responsibilities

- Help manage portions of projects involving promulgating restoration/land management best practices, such as a California Seed Strategy based on the National Seed Strategy or compiling appropriate fuel reduction practices for vegetation around the state.
- Serve as point of contact for CNPS volunteers and partners on invasive plant, stewardship, and restoration work.
- Identify and help develop funding opportunities for restoration and stewardship projects.
- Support stakeholders: CNPS chapters, native plant producers, land managers, restorationists and researchers.

Job Requirements

- Demonstrated experience working with at least three of the following: invasive plant management, prescribed fire, mechanical fuel reduction, restoration planting, native plant propagation, wildland seed collection, and site maintenance.
- Demonstrated experience with the flora of California.
- Familiarity with Geographic Information Systems or other mapping and data management products.
- Grounded in best practices for pest and pathogen prevention; knowledge of monitoring, surveying and mapping strategies and techniques; and adaptive management.

- Demonstrated strong organizational skills, propensity to develop processes that can be applied consistently and effectively, and ability to manage multiple tasks simultaneously.
- Strong written and communication skills; proven ability to communicate with and translate between technical and persuasive language.
- Strong "people" skills, commitment to sharing discovery with a diversity of people, and authentic appreciation of the unique and valuable contribution each individual brings to CNPS.

Desired Skills

Applicants that do not possess any or all of the desired skills will still be considered.
- Fluency in Spanish.
- Familiarity with restoration permitting.
- Experience working with Indigenous people in stewardship and cultural management practices, including burning.
- Project management skills.

Physical Requirements

This job requires prolonged sitting, use of computer and mouse, and ability to participate in field work including traveling off trail in sites with variable grade. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Additional Job Information

- Work requires occasional travel throughout California. Work travel is reimbursed.
- Work schedule is generally eight hours a day, Monday to Friday. Flexible schedules are possible.
- Some evening and weekend work may be required to meet deadlines or to participate in meetings.
- A valid California driver's license is required.
- This is a remote position, but may transition to a Sacramento- or Berkeley-based position if work dictates and safety allows.

Compensation and Benefits

This is a full-time non-exempt position with an hourly rate starting at $28.86, with annual performance-based increases thereafter. CNPS provides a comprehensive benefits package, paying 100% of employee premiums for health, life, dental, and vision insurance with low cost family coverage options. CNPS offers a 401K retirement plan with up to 6% matching contributions. Annual paid leave benefits include 12 holidays, 12 sick days, and 10 paid vacation days to start.

Equal Opportunity Policy

CNPS's policy is to afford equal employment opportunity to all persons. This policy demonstrates CNPS's commitment to creating a diverse and inclusive environment that values different perspectives and fosters belonging. To better understand the demographic profile of applicants, CNPS requests candidates to fill out the volunteer questionnaire that is part of the application form. Your responses will remain confidential, anonymized, and not shared with the hiring committee.

To Apply

Submit a cover letter and resume [here](). Please include any pertinent information, including professional and personal experience, that is relevant to the position. The deadline to apply is November 12.

CNPS is an Equal Opportunity Employer. Candidates from diverse backgrounds are encouraged to apply.