

Native Seed Specialist

Location: Sacramento Valley; Hybrid
Status: Full-time, non-exempt
Start date: September 1, 2025, or until filled
Reports to: Wildland Seed Collection Manager
Compensation: \$26.00 to \$30.00 hourly.

A thriving future for California's environment and communities requires bold vision, creative problem-solving, and relentless determination. This is a critical decade for action and River Partners is growing our team of talented, tenacious change-makers to meet the challenge head on. Join us!

Who We Are

River Partners brings life back to California rivers. We've revitalized more habitat along impaired California rivers than any other entity in the western U.S., having led hundreds of projects across nearly 20,000 acres throughout California. We restore thriving native forests and ecosystems that support imperiled wildlife, improve flood safety, boost the state's climate resilience, replenish and improve freshwater resources, create open space for communities, and build stronger local economies. Since 1998, we have pioneered an innovative, entrepreneurial approach to conservation, combining modern farming, cutting-edge science, and diverse partnerships.

We are meeting the urgent need this decade to restore our riverways and seek passionate team members to help us grow our restoration footprint at an unprecedented pace and scale.

Why You Should Join Us

River Partners offers competitive salaries and benefits, including comprehensive health care insurance, flexible spending accounts, a 401(k) plan with immediate employer matching, life insurance, disability coverage, employee assistance programs, and other well-being benefits. We're proud of our supportive culture and focus on work-life balance. We strive to create an environment that brings fulfillment to our team members' personal lives by offering paid time off, an alternative work schedule, and flexible hours.

Position Description

The Native Seed Specialist works with the Heritage Growers' team (a venture of River Partners) and the River Partners science team to efficiently contribute to the process of native seed collection. The wildland seed collection process includes obtaining permission to collect, performing pre-collection field surveys, monitoring for ripeness, seed collection, seed conditioning, seed testing, managing seed inventory, collection data management and reporting. Many species and ecotypes from California will be collected and processed to support Heritage Growers seed amplification, nursery production and seed sales processes. Flexibility, creativity, and problem-solving skills are required to determine the most efficient and effective method to identify, monitor and collect wildland seed. The position requires good field botanical skills to

determine species, when seed is ripe and ready to collect, and careful documentation of the collection process. The spring-fall seed collection period will require approximately 50-75% of work time dedicated to travel and fieldwork. This position also performs data collection for Heritage Growers native seed germination trail research projects and some seed cleaning. Office responsibilities of the Native Seed Specialist primarily include seed collection data management, development of seed collection maps, protocols and reporting. The Native Seed Specialist is also expected to assist with other administrative duties as needed.

Essential Functions and Responsibilities

- Conduct pre-collection botany surveys of several locations in the Central Valley and potentially other areas
- Monitoring seed for ripeness and determination of seed fill
- Perform seed collections
- Manage collected field material
- Assist in native seed germination trial research and data collection
- Develop seed collection maps using ArcGIS
- Work with the Heritage Growers team to write annual reports for various funders
- Build protocols for native seed collection and cleaning processes
- Assistance with data management and Heritage Growers administrative tasks
- Ability to work independently under the guidance of the Heritage Growers management team
- Detailed record keeping
- Clear communication across many teams and stakeholders
- Other assignments as requested to achieve seed collection goals

Required Knowledge, Skills, and Abilities

- Passionate about habitat restoration
- Proficiency in field botany of California flora
- Determination of seed ripeness
- Exceptional time management and organizational skills
- Able to quickly adapt and solve problems
- Demonstrate cooperative behavior with colleagues, supervisors, and managers at all times
- Has a good understanding of appropriate field work attire
- Strong working knowledge of common computer applications including Excel, Word, ArcGIS etc.
- Detail-oriented data management practices
- Able to develop replicable protocols for Heritage Growers practices
- Experience with or willingness to learn germination trail monitoring and data collection
- Track record of delivering high-quality results under tight deadlines
- Hike up to 5 miles a day
- Able to work in adverse weather conditions
- Prioritizes safety on field days

- Ability to work remotely throughout California 3-5 days a week
- A valid driver's license with a clean DMV record

Interest in native seed and the development of best methods to collect, dry and process native seed using a variety of methods

Qualifications

- Coursework/certifications in botany
- 2+ field seasons of conducting plant identification
- Strong verbal and written communication skills
- Excellent organizational skills, time management, and attention to detail
- Working knowledge of common computer applications including Excel
- Bilingual in Spanish preferred but not required
- Ability to work effectively in a team environment and independently
- Commitment and enthusiasm to carry out Heritage Growers mission

Compensation

Salary is commensurate with experience, anticipated to range between \$26.00 to \$30.00 hourly. River Partners offers a generous benefits package including ample holidays and paid time off, an alternative work week schedule, flexible location and hours, medical insurance, and up to 4% 401(k) match on your contribution

Location

This position is a remote position with much of the work performed in the San Joaquin and Sacramento Valley.

To Apply

Please submit a cover letter, resume, and contact information for three references in a PDF saved with your last name and the position job title separated by an underscore (e.g., Smith Marketing & Communications Specialist) to:

[Careers at River Partners](#)

Review of applications will begin immediately and continue until this position is filled.

Working Conditions/Physical Effort

Does this job have any travel requirements? ☒ Yes ☐ No

Percentage of time spent traveling:

- ☐ 10-25%
☐ 26-50%
☒ >50%

Travel is by (check all that apply):

- ☒ Car
☐ Airplane
☐ Other: _____

Describe the specific job duties that require the physical demands selected below:

- Hiking in various terrain working a dichotomous key and harvesting seed.
- Driving for long periods of time
- Working at a computer, using a copier, and reading documents.

Does this job require that weight be lifted, or force be exerted? If so, how much and how often?
 Check the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Up to 25 pounds	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Up to 50 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 100 pounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More than 100 pounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How much on-the-job time is spent in the following physical activities? Show the amount of time by checking the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sit	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use hands to handle or feel	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Reach with hands and arms	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Climb or balance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Stoop, kneel, crouch, or crawl	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Talk or hear	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Taste or smell	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How much noise is typical for the work environment of this job? Check the appropriate level below.

- ☐ Very quiet (examples: forest trail, isolation booth for hearing test)
- ☐ Quiet (examples: library, private office)
- ☒ Moderate noise (examples: business office with computers and printers, light traffic)
- ☐ Loud (examples: metal can manufacturing department, large earth-moving equipment)
- ☐ Very loud (examples: jack hammer work, front row at rock concert)

How much exposure to the following environmental conditions does this job require? Show the amount of time by checking the appropriate boxes below.

	Amount of Time--% of Work Week			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work in high, precarious places	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Fumes or airborne particles	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toxic or caustic chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outdoor weather conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Extreme cold (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme heat (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Risk of electrical shock	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work with explosives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of radiation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Does this job have any special vision requirements? Check all that apply.

- ☒ Close vision (clear vision at 20 inches or less)
- ☒ Distance vision (clear vision at 20 feet or more)
- ☒ Color vision (ability to identify and distinguish colors)
- ☒ Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
- ☒ Depth perception (three-dimensional vision, ability to judge distances and spatial relationships)
- ☒ Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)
- ☐ No special vision requirements

River Partners is an Equal Opportunity Employer

River Partners is an Equal Opportunity/Affirmative Action (EEO/AA) Employer. All qualified applicants will receive consideration without regard to race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, marital status, pregnancy, disability, medical condition religion, age, military or veteran status, or any other protected group status or non-job related characteristic as directed by law.