



JOB ANNOUNCEMENT

Watershed Restoration Field Crew Manager

Urban Tilth, a Richmond-based non-profit, is seeking a **Field Crew Manager** for their watershed restoration training program, which employs young adults from West Contra Costa County and guides them as they become stewards of natural spaces in their communities.

About Urban Tilth: UT cultivates agriculture in west Contra Costa County to help our community build a more sustainable, healthy, and just food system. We use our 7 school and community gardens and small urban farms to employ community members and teach residents to grow, distribute, cook, and consume thousands of pounds of local produce each year; our goal is to create a more equitable and just food system within a healthier and more self-sufficient community. In 2015, Urban Tilth launched the Basins of Relations Watersheds program, which trains young people from West Contra Costa County to care for the waterways that move through their communities.

Project Description:

Urban Tilth's 'Basins of Relations' Watershed Stewardship Program trains young adults in the Richmond community in environmental stewardship through a social and environmental justice framework. The Watershed Restoration Technician (WRT) team provides a critical service in West County, both in engaging residents with the natural spaces in their communities, and in providing restoration services for often neglected urban waterways. The ultimate goal of the program is to develop stewardship and volunteerism (among both participants and members of the broader community) in the impacted communities of Richmond, North Richmond and San Pablo, California; as well as affect positive ecological change that can benefit both human communities and watershed ecosystems.

Members of the WRT team are paid apprentices who are guided as they cultivate a functional understanding of riparian ecology, native flora and fauna identification, horticulture, hydrology, water quality testing, stormwater management and creek restoration.

The Basins of Relations Program program creates role models with new sets of expertise worthy of recognition by the community. By giving youth and young adults the opportunity and support to develop these powerful technical and social skills, the program will spread the realization that collectively caring for the environment can be a pathway to success for the whole community.

About the position:

The Watershed Restoration Field Crew Manager will lead a crew of four watershed apprentices in completing critical restoration tasks along West County waterways, including Wildcat, Cerrito, and San Pablo Creeks. The Field Crew Manager will be supported by the

Watershed Restoration Program Manager, but will be expected to be able to independently organize, schedule, implement, and lead restoration workdays at the field sites. The Crew lead is expected to work alongside the crew while also providing guidance, support, and oversight as they work- helping to ensure a safe, productive, efficient, and coherent work environment.

In the future, the Field Crew Manager may be asked to help contribute to curriculum development or planning for Urban Tilth's watershed apprentice training program, a 15-week intensive class which covers watershed stewardship and environmental justice.

The Crew Leader's focus will be on creek restoration tasks, mentorship and retention of program apprentices, data collection, and communication between landowners, agency officials, and program supervisors.

Requirements:

The ideal candidate for this position will:

- Have experience teaching or working with young people, especially young men of color, from underserved communities.
- Have significant experience working on environmental stewardship projects, particularly vegetation management and creek restoration
- Be able to identify common California riparian plants (e.g. California poppy, native blackberry, poison oak)
- Be able to lead small training modules on information relevant to creek restoration (e.g. hydrology, vegetation management).
- Be willing to learn new things, and is interested in Urban Tilth's work and mission.
- Be comfortable with physical labor, outdoors, often in physically challenging terrain
- Have an understanding of current approaches to achieving social and environmental justice.
- Have a deep commitment to community empowerment, social, economic and environmental justice
- Be organized, punctual, responsible, an excellent communicator and a stellar role model.
- Able to make at least a 1-year commitment to the program.
- Must have a valid Driver's License.
- Preferred: Bilingual Spanish
- Preferred: Be a resident of West Contra Costa County
- Preferred: Training in conflict resolution, youth development and job readiness training

Compensation:

This is a 50% time position paid hourly at \$18.50 - \$20/hour depending on experience. Crew workdays occur on weekday mornings. The position includes 1 week of paid vacation, 9 paid holidays and 20 hours of annual sick leave and medical and dental benefits.

Contact:

Those interested should send a resume and cover letter to watersheds@urbantilth.org. Resumes and cover letters will be accepted until July 2nd, 2018.