



# Nature Collective

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## Habitat Restoration Technician Job Description

**Reports to:** Habitat Restoration Manager

**Location:** Encinitas, CA

**Salary:** \$19.00 - \$21.00 per hour based on experience

**FLSA Status:** Full-Time, Non-Exempt

### Position Summary:

The Habitat Restoration Technician is responsible for protecting and restoring habitat throughout the County of San Diego and demonstrating proficiency in implementing, monitoring and maintaining restoration projects.

### Responsibilities:

- Assist in the implementation, monitoring and maintenance of restoration efforts including site preparation, planting and irrigation
- Responsible for invasive plant management including herbicide selection, application, seeding, planting and propagation
- Assist in operation of field nurseries
- Follow all work, health and safety, and restoration plans
- Work with the employees in performance of field work and perform job functions independently as required.
- A typical schedule will consist of Monday–Friday, occasional weekends and evenings, as needed; flexibility as needed.

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PO Box 230634 Encinitas, CA 92023-0634 | T 760.436.3944 | [naturecollective.org](http://naturecollective.org)

501(c)(3) Tax ID: 33-0358660 | Printed on recycled paper.

## Qualifications:

- An Associate or Bachelor's degree in Biology, Ecology, Wildlife Biology, Environmental Science or other closely related field.
- 3+ years of relevant work experience in California.
- Conversational Spanish skills Preferred
- Certifications/Licenses Recommended and Preferred
  - Qualified Application License from the California Department of Pesticide Regulation
- Self-motivated, organized individual with good time-use skills, and the ability to work in a team environment
- Knowledge of local habitats, flora and fauna
  - First Aid and CPR certification Preferred

## Physical Requirements:

- Physically able, with or without an accommodation, to work in outdoor environments with uneven terrain, variable outdoor conditions including heat, dusts, chemicals, moisture, dense vegetation, and dryness; position requires frequent standing/walking, and lifting of 50-75 pounds; operation of vehicles; working with arms above shoulder level, climbing stairs, using portable ladders, wearing fall protection, operation of heavy, moving, or dangerous equipment, working in an environment of heavy, moving, dangerous equipment, keyboard/mouse operations. Position will include wearing associated personal protective equipment, including safety glasses/goggles, gloves, safety shoes/boots, and face shield.
- Use of hand tools and machinery related to farming and restoration projects  
Reading and installing irrigation diagrams and plans.

## Travel:

- Must possess a valid California driver's license.
- Be able to travel independently to project sites throughout the County of San Diego.

## EMPLOYMENT APPLICATION

Submit this application, a cover letter, and resume to [HR@naturecollective.org](mailto:HR@naturecollective.org).  
Subject: **Habitat Restoration Technician** Applications will be accepted from **February 10-February 28, 2025**.

We are an equal opportunity employer and do not discriminate against otherwise qualified applicants on the basis of race, color, religion, sex, gender identity, gender expression, pregnancy, national origin, ancestry, age, marital status, physical disability, mental disability, medical condition, sexual orientation, military or veteran status, genetic information and any other characteristic protected by applicable state or federal law.

Please carefully read and answer all questions.

### APPLICANT INFORMATION

<u>EMPLOYEE'S NAME (LAST, FIRST, M.I.)</u>		<u>TODAY'S DATE</u>
<u>STREET ADDRESS</u>		<u>APARTMENT/UNIT #</u>
<u>CITY</u>	<u>STATE</u>	<u>ZIP CODE</u>
<u>PHONE NUMBER</u>	<u>EMAIL ADDRESS</u>	
<u>POSITION APPLIED FOR</u>	<u>DATE AVAILABLE</u>	<u>DESIRED SALARY</u>
ARE YOU LEGALLY ELIGIBLE TO WORK IN THE U.S.? <input type="checkbox"/> YES <input type="checkbox"/> NO		HAVE YOU EVER WORKED FOR THIS COMPANY? <input type="checkbox"/> YES <input type="checkbox"/> NO

### EDUCATION

<u>HIGH SCHOOL</u>	DID YOU GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	<u>DEGREE EARNED</u>
<u>COLLEGE</u>	DID YOU GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	<u>DEGREE EARNED</u>
<u>OTHER</u>	DID YOU GRADUATE? <input type="checkbox"/> YES <input type="checkbox"/> NO	<u>DEGREE EARNED</u>

### EMPLOYMENT HISTORY (PLEASE INCLUDE 7 YEARS OF EXPERIENCE)

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT <input type="checkbox"/> YES <input type="checkbox"/> NO	
<u>RESPONSIBILITIES</u>		

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT <input type="checkbox"/> YES <input type="checkbox"/> NO	
<u>RESPONSIBILITIES</u>		

**EMPLOYMENT HISTORY (CONTINUED)**

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT __YES __NO	
<u>RESPONSIBILITIES</u>		

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT __YES __NO	
<u>RESPONSIBILITIES</u>		

<u>COMPANY</u>	<u>START DATE</u>	<u>END DATE</u>
<u>ADDRESS</u>	<u>PHONE NUMBER</u>	
<u>SUPERVISOR</u>	MAY WE CONTACT __YES __NO	
<u>RESPONSIBILITIES</u>		

<u>REFERENCES</u>			
<u>FULL NAME</u>	<u>RELATIONSHIP</u>	<u>COMPANY</u>	<u>PHONE NUMBER</u>
<u>FULL NAME</u>	<u>RELATIONSHIP</u>	<u>COMPANY</u>	<u>PHONE NUMBER</u>
<u>FULL NAME</u>	<u>RELATIONSHIP</u>	<u>COMPANY</u>	<u>PHONE NUMBER</u>

**DISCLAIMER AND ACKNOWLEDGEMENT**

I certify that the information contained in this application is correct to the best of my knowledge. I understand that to falsify information is grounds for refusing to hire me, or for discharge should I be hired.

I authorize any person, organization or company listed on this application to furnish you any and all information concerning my previous employment, education and qualifications for employment. I also authorize you to request and receive such information.

In consideration for my employment, I agree to abide by the rules and regulations of the company, which rules may be changed, withdrawn, added or interpreted at any time, at the company's sole option and without prior notice to me.

I also acknowledge that my employment may be terminated, or any offer or acceptance of employment withdrawn, at any time, with or without cause, and with or without prior notice at the option of the company or myself.

<u>SIGNATURE</u>	<u>DATE</u>
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