



Job Title: Seasonal Restoration Assistant

Reports To: Restoration Ecologist

Seasonal, Part time: 20-24 hours per week

Salary: \$21/hour

21 Acres is a climate education nonprofit that is committed to fostering an inclusive and diverse workplace that honors lived experience, addresses historic inequities, and fosters career growth. If you don't meet all of the qualifications outlined below, tell us why you'd still be a great fit for this role in your cover letter.

At 21 Acres we are dedicated to building awareness of ways that agroecology, green energy, and local food systems are critical to addressing climate challenges. Our Soil Team, made up of farmers and restoration team members, plays an essential role in creating a dynamic learning and growing space that welcomes visitors, community members, and volunteers to learn alongside us. On our farm, we take a holistic view of land stewardship and have adopted an agroecological approach to agriculture and our local food system as a means of addressing climate change and building social, ecological, and economic resiliency. Our Soil Team collaborates to bring breadth and depth of insight to our community's understanding of these issues, specifically how regenerative farm practices are connected to climate solutions.

We can't wait for you to bring your knowledge, energy, and excitement to our dynamic Soil Team and play a key role in our goal to advance justice in climate action.

Summary: This position is part of the 21 Acres Soil Team with a focus on landscape management and maintenance. This team member works under the supervision of the Restoration Ecologist and will have the opportunity to work with a variety of landscape systems. Using an agroecological approach to landscape management, you will work to implement resilient landscape systems. The work will include maintaining and improving our rain gardens, bioswales, native nursery, and conservation spaces. You will assist in restoring wetland ecosystems and riparian corridors on the farm. This position will have an emphasis on landscape maintenance of existing spaces which includes managing invasive plants by hand, weeding, mowing, string trimming, planting, mulching, raking, maintaining irrigation systems, hand watering and maintaining planters.

The Seasonal Restoration Assistant will work closely with the entire Soil Team and will also collaborate as needed with the broader campus. In addition to the primary management and maintenance focus, this position will provide critical assistance with education and farming tasks as needed throughout the growing season. Completing these tasks while leading,

empowering, and working side-by-side with community members and volunteers is a consistent part of this job.

This is a temporary, part-time position. Employment will run from March through the end of October. Campus workdays are Tuesday through Saturday; for part-time staff, a regular weekly schedule can be creatively structured within these days to help coordinate with the right candidate's existing obligations.

Salary is \$21/hour. Benefits package includes paid holidays, vacation, and sick leave; partial payment of Washington's Paid Family and Medical Leave tax, produce perks and an employee discount in our Farm Market.

Essential Duties and Responsibilities:

- Work individually and as part of a team to manage the property using regenerative land management practices, with a focus on soil health. Maintain the grounds and building growing spaces while balancing aesthetics and ecological restoration practices. Areas to be maintained are the front grounds, rain gardens and bioswales, native nursery, property buffers, and wetland restoration sites.
- Convey the importance of restoration in climate action and the food system to all audiences and visitors to our campus; inspire hands-on collaboration and community participation.
- Embrace opportunities to interact with visitors as appropriate and make people feel welcome.
- Install and maintain water-conserving irrigation systems (drip, low-flow) throughout the property.
- Occasionally assist with farm production tasks such as propagation, transplanting, weeding, harvesting, and processing.
- Lead regular volunteer work parties on the grounds; effectively communicate urban gardening, farming, and restoration techniques and practices to volunteers.
- Deliver agricultural curriculum and learning opportunities for volunteers and visitors. This includes relevant engagement such as monthly farm tours, educational events, and volunteer activities.
- Contribute to 21 Acres storytelling initiatives by collecting photos and stories from the restoration and volunteer program.
- Participate in 21 Acres staff meetings; assist with 21 Acres events and all staff projects as needed.
- Safely operate farm equipment, including an electric tractor, and tools; train volunteers to safely operate farm equipment and tools; maintain tools, and structures as needed for safe operation/use.
- Act in accordance with the mission statement; always promote and adhere to organizational values.

- Take initiative on projects and exhibit commitment to overall goals set by supervisor.
- Exhibit regular and timely attendance.
- Communicate and interact professionally and appropriately with co-workers, the public (youth and adults), and customers.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education, Experience, Training or Skills Required:

- 1+ year equivalent work or volunteer experience in restoration, agriculture, landscaping (or related fields).
- Experience landscaping in the Pacific Northwest
- Knowledge of regenerative land management practices (e.g., ecological landscape management, permaculture, regenerative farming, etc.).
- Knowledge of Pacific Northwest native plants and other beneficial plant species for our climate.
- Desired experience: knowledge of production plants (vegetables, herbs, flowers, berries, fruit trees).
- Desired experience: knowledge of and experience with plant propagation and nursery management.
- Knowledge of and experience with water-conserving irrigation techniques (e.g., drip irrigation, low-flow sprinklers, etc.).
- Willingness and ability to work outdoors with varying and uneven topography and in all weather conditions.
- Knowledge of and experience with safe use of hand tools and landscaping tools.
- Able and willing to assist and/or lead farm activities such as planting, weeding, harvesting, irrigation, and other related tasks.
- Commitment to safety in all aspects of job duties.
- Ability to read, write, and communicate in English.
- Strong self-direction, interpersonal skills, and ability to successfully work independently.
- Superb attention to detail, problem-solving skills, creativity, initiative, and ability to prioritize tasks appropriately.
- Demonstrated commitment to both racial and social equity and environmental stewardship and a commitment to creating a culture of inclusion.
- Ability to work in a fast-paced work environment and juggle multiple priorities.
- Proficiency with Microsoft Office Suite and basic computer skills.
- Must have a Driver's License and be willing to drive 21 Acres vehicles as needed.
- Must pass Washington State Background check.

Physical Demands and Work Environment: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation will be made to enable individuals with disabilities to perform the essential functions.

The 21 Acres facility is a LEED Platinum certified building that facilitates a learning environment for sustainable and regenerative living. Tours and general work involve maneuvering over unpaved and uneven grounds, some of which is farmland. The work environment sometimes has a moderate to high noise level. The 21 Acres Farm has the normal sounds and smells of a farm along with visitors, tours, and volunteers.

This position works primarily outdoors with exposure to Pacific Northwest outside temperatures and rainfall. You must be able to do the following unassisted – walking, standing, climbing, stooping, bending, kneeling, reaching, lifting, cutting, hauling and carrying. The position frequently requires walking up and down exterior steps and maneuvering over unpaved roads and uneven terrain. Must be able to routinely move landscape supplies and other materials weighing up to 50 lbs. unassisted.

21 Acres is an Equal Opportunity Employer. 21 Acres is committed to cultivating a culture of justice and equity. Discrimination on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law is strictly prohibited. All employment is decided on the basis of qualifications, merit, and our current needs.

To Apply: Please send an email to jobs@21acres.org with one PDF attached that includes both your **resume** and a **cover letter** addressing how your background, knowledge, and enthusiasm fits with the detailed job requirements. Applications will be considered on a rolling basis until the role is filled.

To learn about other open positions at 21 Acres, please visit our [employment page](#).