



Job Title: Seed Collection Crew Lead (Restoration Technician II)

Reports To: Plant Program Manager

At-Will, Temporary, Hourly, Non-exempt Position

Starting wage rate: \$20.06/hr, depending on experience

Benefits: Benefits include sick leave.

Start Date: June 15, 2026

End Date: October 1st, 2026, with the possibility of extension

The Coos Watershed Association (Association) is seeking a Seed Collection Crew Lead to join the team!

The Association is seeking a qualified person to join our dynamic team and fill the Seed Collection Crew Lead position. This is an at-will, temporary, hourly, non-exempt position. The Seed Collection Crew Lead will work up to 40 hours per week, primarily in the field (exact hours may vary seasonally). This is a seasonal, grant-funded position.

About the Association:

The Coos Watershed Association (Association) is a 501(c)(3) nonprofit that was established in 1994 by a diverse group of stakeholders with a mission to support environmental integrity and economic stability within the Coos watershed by increasing community capacity to develop, test, promote, and implement management practices in the interests of watershed health. The Association is governed by a Board of Directors and managed by the Executive Director. To learn more about our work, please visit our website: www.cooswatershed.org.

Why this Job:

This is your chance to be a part of an organization focused on the betterment of the community. The Association creates a local, nongovernmental network and funding resources so that landowners can easily communicate their issues and opportunities and explore ideas and techniques for land management and watershed health.

The Association takes pride in its commitment to diversity and inclusion among its diverse team of program staff. We embrace and value differences in our culture, education, experience, physical ability, and unique perspectives in our workplace. We invite applications from qualified candidates who share our commitment to serving our community.

Supervision: The Seed Collection Crew lead works under the daily supervision of the Plants Program Manager.

Essential functions: The essential functions of this position require prioritizing and completing all assigned tasks in a timely and efficient manner, adjusting to changing priorities and resource availability, and demonstrating initiative in identifying future project opportunities. These duties are a representative example of position expectations; actual duties assigned may vary and change depending on funding and Association needs.

- With support from the Plants Program Manager, lead the Seed Collection Crew in their day-to-day tasks
- Transport the Seed Collection Crew to job sites
- Collect seed from native plant species
- Store and process those seeds to prepare seed mixes
- Assist with the operation and maintenance of Matson Creek Native Plant Nursery
- Safely operate power tools in the execution of the above duties

- Communicate respectfully and effectively with other staff, supervisors, board, and partners
- Maintain a team player mentality and pitch in as needed to help ensure all aspects of the Association's work are successful
- All other duties as assigned

Required Qualifications:

- Strong knowledge of native and invasive plant species in the Pacific Northwest
- Ability to navigate using a map and a GPS receiver
- Possess a current driver's license, auto insurance, and reliable vehicle to use for work purposes
- Strong interpersonal skills necessary to maintain effective, professional, and collaborative relationships with staff and project partners
- Ability to be productive in a collaborative work environment
- Ability to adjust to a variable work schedule based on project needs (i.e., early mornings, long hours, seasonal fluctuations, etc.) and ability to work in varied work environments and conditions (i.e., cold temperatures, hot temperatures, windy, wet, dry, etc.)
- Ability to work in the field in all types of weather (wind, rain, sun, heat, cold)
- Ability to lift 40 pounds

Preferred Qualifications:

- Possess an Oregon ATV Safety Card
- Ability to tow and back up a trailer
- Ability to meet at varying job sites in the vicinity of Coos Bay

The above is not meant to be all-inclusive, and requirements may change according to the demands of this position. Nothing in this description restricts the Association's right to assign or reassign duties and responsibilities to this job at any time. Job descriptions may occasionally be updated, as necessary, to reflect evolving business needs.

To Apply

Submit cover letter (include start date availability), résumé, and contact information for three references to admin@cooswatershed.org. Review of applications will begin as they are received. Please include in the subject line of the email the position that you are applying for: "Seed Collection Crew Lead."

Application Deadline: Tuesday, June 2, 2026, by 5 PM.

Interviews: Interviews will be scheduled as applications are received.

Coos Watershed Association is an affirmative action/equal opportunity employer and is committed to fostering an inclusive and diverse workplace. We do not discriminate based on race, color, national origin, gender, gender identity, sexual orientation, age, disability, religion, marital status, or any other characteristic protected by federal, state, or local law. We are dedicated to creating an environment where all employees are respected, valued, and able to contribute their best work. All employment decisions are based on qualifications, merit, and business needs.