



Mālama Learning Center Position Description

Title: Restoration Technician
Date: March 2024
Work Location: Kapolei High school nursery, Pālehua mauka nursery, and Leeward O‘ahu restoration sites in the moku of ‘Ewa and Wai‘anae
Position type: Full-time (35 hrs/wk), Non-exempt
Compensation: \$3,000 monthly starting salary

I. Summary of Position

The Restoration Technician will be largely responsible for supporting field activities within the Ola Nā Kini program, which focuses on healing the land so that people and places can thrive. The field activities focus on outplanting of primarily native plants and weeding to both prepare and maintain sites. The Restoration Technician will collect and manage data that documents site restoration progress along with maintaining tools, supplies, and the cleanliness of company vehicles.

The Restoration Technician will also work at both the Pālehua Mauka and Kapolei High School nurseries. Plant propagation tasks will include collection of seeds and cuttings, storing seeds properly as needed, germinating seeds and transplanting seedlings and cuttings to larger pot sizes in preparation for outplanting. Whenever possible, the Restoration Technician will work with students, volunteers, and interns to achieve daily tasks, providing instruction and supervision, and giving participants a productive hands-on learning opportunity.

The Restoration Technician will support MLC’s mission to inspire communities to care for Hawai‘i by perpetuating conservation, culture, and sustainability. MLC provides environmental/sustainability education for students, educators, and other community members through hands-on experiences. As teamwork is essential for all at MLC, whether working with staff, interns, and volunteers, the Restoration Technician will participate as a full member of the MLC team. And as working with the community is core to this position, the Restoration Technician must be comfortable with people of all ages, dependable, and available to work Monday through Friday and some Saturdays. While specific working hours may vary on a week-to-week basis, the Restoration Technician will be expected to work on average 35 hours per week. The Restoration Technician will be eligible for full medical, vision, and dental health insurance benefits, paid time off, and opportunity to participate in a SIMPLE IRA program. As this position is currently funded by grants and contracts, its continuation will be dependent on the organization’s successful fundraising efforts. The Restoration Technician may supervise interns and volunteers and will be supervised by the Stewardship & Science Coordinator.

II. Essential

Functions Restoration

(60%)

- Work with the field team to establish and maintain restoration sites in which plants grown in the nurseries are outplanted (primarily at Pālehua, Nānākuli muliwai, Ka‘ala Kīpuka, Awāwalei sites)



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- Participate in weeding and planting activities with staff and volunteers as planned by the Stewardship & Science Coordinator and Education & Community Partnerships Coordinator, providing instruction and guidance to educate students and other volunteers about restoration
- Assist in collecting and maintaining data on outplanting sites, including photo documentation, as needed to satisfy grant and other reporting requirements
- Keep inventory of, maintain, and properly store tools and supplies
- Maintain cleanliness and efficient operation of company vehicles

Nursery operations (30%)

- Ensure healthy growth of plant inventory through proper watering, fertilizing, and pest control regimen at Pālehua Mauka and Kapolei High nurseries
- Collect propagules (seeds and cuttings) from restoration gardens and natural areas
- Germinate seeds and cuttings and transplant to larger pot sizes
- Assist in expanding nursery capacity as needed

Other Tasks (10%)

- Assist in other activities such as Arbor Day, Earth Day, and other community activities
- Perform other duties as needed

III. Qualifications

Key Competencies

- initiative
- reliability/dependability
- planning and organizing
- work and time management
- problem solving
- integrity
- adaptability
- creativity and innovation
- teamwork and collaboration
- good judgment
- integrity and trustworthiness
- following instructions and attention to detail and safety
- strong written and oral communication skills
- strong social/people skills
- keeping an open mind to try new things, meet new people, and learn new skills

Minimum Requirements

- At least two years of full-time experience in native ecosystem restoration work in Hawai'i
- Ability to do physical labor including carrying objects up to 25 lbs and working in outdoor environments, usually standing
- Ability to trouble-shoot and fix mechanical issues as related to tools and fences
- Experience teaching and supervising volunteers
- Daily access to computer, internet, and cell phone
- Proficiency with Office Suite (Word, Excel, and Power Point), Google Drive software programs, and web development software
- Valid Hawai'i Driver's license with clean driving record
- Access to reliable vehicle for transportation to work sites and picking up supplies as needed
- Legal authorization to work in the United States



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Desired Qualifications

- Bachelor's degree related to science and environment
- Versed in Hawaiian conservation issues and solutions
- Versed in Hawaiian culture and connection to the environment
- Experience working with the West O'ahu communities particularly along the Wai'anāe Coast
- Experience using GIS and GPS
- Training in proper use of various fertilizers and pesticides

To apply, please send a cover letter,
resume, and three references to:

info@malamalearningcenter.org

Please put "Job application" in the subject line.