Sierra Institute
for Community and Environment

POSITION TITLE: Nursery Manager - Sequoia and Kings Canyon National Parks

AGENCY: National Park Service (NPS) & Sierra Institute for Community and Environment
REPORTS TO: Forest Ecologist and SEKI Forest Ecologist
LOCATION: [X] On Site, Three Rivers, CA [ ] Hybrid [ ] Remote
EMPLOYMENT TYPE: [X] Full-Time [ ] Part-Time [] Temporary
START DATE: January 4th, 2027

POSITION OVERVIEW

The Sierra Institute for Community and Environment (Sierra Institute), in cooperation with Sequoia and Kings Canyon National Parks (SEKI), is recruiting a Nursery Manager to support a wide range of revegetation needs, including post-fire conifer planting, roadside disturbance and construction mitigation, meadow restoration, and revegetation in support of invasive plant management.

The incumbent will work with National Park Service (NPS) staff to implement measures to restore vegetation community form and function following catastrophic wildfires, as well as supporting other projects in need of revegetation services. Work involves managing the SEKI nursery at Ash Mountain, near Three Rivers, CA, and will involve propagating a wide range of native plants, including giant sequoias; overseeing a variably sized workforce of nursery assistants and volunteers, as well as coordinating and implementing revegetation plantings in collaboration with other NPS and partner staff. Work schedule will generally be 8-hour days Monday through Friday in a work environment of nursery, office, and field.

KEY RESPONSIBILITIES

- Propagates plants for revegetation projects, with a focus on giant sequoia for post-fire reforestation, forbs and grass for roadside restoration, a suite of species including shrubs for park facility projects, and other special projects as directed.
- Oversee nursery assistants by planning daily/weekly/monthly schedules and providing work direction.
- Works closely with NPS staff to utilize a broad range of volunteer labor and support for the nursery.
- Works with NPS staff to plan and implement restoration plantings, including post-construction revegetation for park operations, and other propagation to fulfill park needs.
- Adapts, modifies, develops, and documents techniques and/or procedures to satisfy the needs of nursery management and restoration projects.
- Serves as the lead project manager and maintenance lead for all nursery infrastructure, including but not limited to water systems, cooling systems, soil equipment, shade houses, greenhouses, and other nursery-specific infrastructure. This includes not only regular maintenance, but special construction of facilities, as well as the ordering and installation of replacement parts, new equipment, and regular supplies.
- Works closely with park resource managers, scientists, GIS specialists, and cooperating personnel to ensure projects are safely and successfully completed.
- Independently initiates action to resolve or correct technical difficulties and results or recommends resolution to supervisor.

- Collects, prepares, evaluates, and verifies native plant materials and supporting records. Maintains records including spatial and tabular data. Locates and compiles data and other information from various sources.
- Maintains inventory of chemicals, stock solutions, etc., prepares solutions and reagents for use in the field or greenhouse, and safely disposes of waste material (both chemical and biological).
- Keeps worksite in a neat and orderly manner.
- Maintains a positive, respectful, and professional attitude when interacting with other members, leaders, staff, project partners and planters, project sponsors, and community members.
- Promote a learning environment and ensure inclusivity.

QUALIFICATIONS & REQUIREMENTS

Required Qualifications:

- Ability to successfully propagate plants native to southern Sierra Nevada.
- Substantial practical knowledge of the principles of biological science (e.g., plant pathology, plant physiology, entomology, biochemistry, microbiology, genetics, etc.) for their management in controlled environments and nursery settings.
- Knowledge of NPS objectives, practices, policies, and procedures for the management of natural resources, as well as knowledge of related programs.
- Ability to adapt, develop, or improve techniques and procedures, to train others to accurately follow procedures, and recognize departures from established quality control/quality assurance guidelines.
- Knowledge of natural resource project management is sufficient to contribute ideas to the planning and sequencing of the technical aspects of project design and execution.
- Knowledge, skills, and abilities related to general nursery maintenance and light construction duties.
- Ability to lift and carry 50 pounds.
- Must provide a valid driver's license and possess a clean driving record.
- Successful applicants must complete a Department of Interior (DOI) Background Investigation (BI) or submit paperwork to NPS human resources indicating an active and fully adjudicated BI has already been completed prior to beginning the position. If you already have a fully adjudicated BI, please let us know in your application.
- Applicants must meet U.S. citizenship or work authorization requirements.

WORKING CONDITIONS & PHYSICAL REQUIREMENTS

This position is based out of Sequoia National Park's headquarters within Three Rivers, California. Travel will occur throughout Sequoia and Kings Canyon National Parks to complete projects from the assigned field station.

The Nursery Manager position requires the ability to perform physically demanding work in nursery, greenhouse, and field environments. Duties regularly involve standing, walking, bending, kneeling, crouching, reaching, and working with hands and arms for extended periods of time while propagating plants, maintaining nursery infrastructure, and implementing restoration plantings.

The incumbent must be able to lift, carry, push, and pull up to **50 pounds**, including bags of soil, plants, tools, equipment, and nursery materials. Work may require repetitive motions, fine motor skills for plant handling and recordkeeping, and the operation of hand tools, power tools, and light machinery associated with nursery operations and facility maintenance.

Work is conducted in a variety of indoor and outdoor environments, including greenhouses, shade structures, nurseries, and field sites, and may involve exposure to varying weather conditions, temperature extremes, dust, soil, pollen, water, and non-toxic and toxic chemicals used in nursery and restoration settings. Appropriate personal protective equipment (PPE) will be provided and required, as necessary.

The position may also involve driving park or institute vehicles to transport staff, volunteers, plants, or equipment, and requires a valid driver's license and the ability to safely operate a motor vehicle.

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions of the position.

SALARY & BENEFITS

- Annual salary of $57,500 - $61,000 dependent on experience.
- Comprehensive benefits package, including health, dental insurance, vision, and life insurance.
- Retirement benefits after one year of employment.
- Paid holidays, vacation, and sick leave.
- NPS housing may be available for a fee.

APPLICATION PROCESS

- Please apply online at **jobs@sierrainstitute.us** by submitting an up-to-date resume, a one-page cover letter that details your interest in the position and any qualifications not fully described in your resume and contact information for three professional and/or academic references.
- Position open until filled; applications reviewed on a rolling basis starting **October 19th, 2026.**
- *Questions?* Call 530.284.1022 or email **jobs@sierrainstitute.us.**

ABOUT SIERRA INSTITUTE:

The Sierra Institute supports rural communities across California by promoting healthy forests, resilient watersheds, and sustainable natural resource management. While headquartered in Taylorsville, CA, within Indian Valley, the organization leads landscape-scale restoration and community stewardship initiatives throughout the Sierra Nevada region and statewide, focusing on outcomes that benefit the environment and local communities.