



NOWCorps HF&G Core Natural Areas Assistant

Contact for interested Members: Claire Ilersich, NOWCorps Member Coordinator at claire@tinkerscreek.org or 330-963-6863 x5104. Applications preferred by August 1, 2024, but position is open until filled.

About Us:

Northern Ohio Watershed Corps (NOWCorps) is a State and National AmeriCorps program, funded by AmeriCorps and ServeOhio, Ohio's Commission on Service and Volunteerism. *This is a paid service year position.* The NOWCorps program is sponsored by Tinker's Creek Watershed Partners (TCWP), a non-profit, 501(c)(3) watershed organization, whose mission is to protect and restore water quality and habitats of the Tinker's Creek watershed through community partnerships. NOWCorps partners with watershed groups, soil and water conservation districts, city and county government offices, and other conservation nonprofits who serve as host sites for our members. Through the host site, members facilitate outreach, education, capacity building, environmental stewardship, and stormwater management. NOWCorps position descriptions vary depending on the host site and service year focus and prospective members may apply to multiple NOWCorps positions at the same time.

Together with our partners, **Holden Forests and Gardens (HF&G)** recognizes the importance of maintaining water quality throughout Northern Ohio. We also believe in educating the public and regional leaders to support behavioral changes that positively affect our water resources.

Host Site Information:

Holden Forests & Gardens is making a positive impact in the region through urban greening and forestry initiatives, environmental research, nature-based educational programs, and world-class visitor experiences at its two campuses— the Holden Arboretum and Cleveland Botanical Garden . We envision a future in which all communities are transformed into vibrant places where trees, plants, and people thrive. Our mission is to connect people with the wonder, beauty, and value of trees and plants, to inspire action for healthy communities. The Holden Arboretum extends over 3,500 acres of natural forests and meadows, Outer Tree Collections, and deer-fenced cultivated gardens with woody and herbaceous plant collections. Our goal is to manage Holden's cultivated areas for aesthetic representation of our Collections and manage natural areas for the purpose of sustaining or increasing current levels of native biodiversity, with an emphasis on plants. Guests access gardens and natural areas through a comprehensive trails system. HF&G is one organization with two public campuses and an approach of unity and connection. Each campus has its own character expressed through natural and designed landscapes, climate, Living Collection displays, horticultural focus, and visitation trends. This role includes liaison with the Public Gardens as Sentinels for Invasive Plants (PGSIP) working group as HF&G upholds a role in identifying newly invasive plants in the NEO region. We seek to use each campus as an introduction to HF&G's broader mission work and encourage visitation to the sister campus to

explore different landscapes. 2022 sees HF&G continue master site planning across both sites with the support of a globally renowned landscape architecture firm, NelsonByrdWoltz.

Basic Position Information:

Location: *The Holden Arboretum, 9550 Sperry Road, Kirtland, OH 44094.*

Reports to: Ralph Protano, Director of Land & Collections Management

Member position begins October 8, 2024 and ends September 30, 2025. Mandatory orientation is scheduled October 8-11, 18, 2024, which will occur in person in Twinsburg, Ohio. This position is a **Full-time member** position and requires a minimum of 1700 hours of service over the service period. The member will receive a stipend of no more than \$22,000, and the stipend will be paid bimonthly.

Skills and Qualifications: Must have a high school diploma or GED. Must have a valid driver's license, be insured, and have own transportation; eligible mileage will be reimbursed for service-related travel. Must successfully pass a comprehensive background and criminal investigation check. Must possess or plan to pursue a college degree or equivalent education in biology, natural resources, environmental education, forestry, horticulture, or related field. Must have a positive attitude, strong work ethic, be self-motivated, and able to work independently and in a team. Must possess good organizational and communication skills (written and oral) and be capable of working with little supervision. Must be able to develop and maintain effective working relationships with employees and the public. Demonstrate maturity, cultural competency, and garner respect of all populations with experience communicating with diverse audiences preferred. Some working knowledge or experience performing land management tasks, identifying native and invasive plants, and using GPS and ArcGIS is preferred. Proficient wayfinding abilities and the ability to follow multistep directions. Demonstrated proficiency in software programs including all Microsoft Office (Word, Excel, Powerpoint). Usual hours of service will be M-F during the hours of 7:00am – 3:30pm. The ability to serve flexible hours, including weekend days and some evenings, is needed. Scheduled hours may fluctuate, increase, or decrease in consideration of seasonal changes such as inclement weather or other extended activities.

The NOWCorps member will receive programmatic training in addition to site specific training. Programmatic training is provided monthly and covers a variety of topics. Training content may include, but is not limited to first aid, CPR, volunteer engagement, native species planting techniques, stormwater permit requirements, minimum control measures, facilitating public involvement, public education, and Good Housekeeping.

Usual hours of service will be Monday- Friday during the hours of 7:30-4:00. The ability to serve flexible hours, including weekend days and some evenings, is needed. Scheduled hours may fluctuate, increase, or decrease in consideration of seasonal changes such as inclement weather or other extended activities.

Benefits:

- Paid Orientation and training included.

- Programmatic and site-specific training. Content may include but is not limited to: First Aid, CPR, native species identification, hand and power tool training, volunteer engagement, and more.
- Federal Loan Deferment
- Full-time members eligible for health insurance
- Full-time members may qualify for childcare assistance.
- May be eligible for education award of \$7,395.00.
- Additional training reimbursement stipend of \$125/quarter (\$500 total)
- Eligible mileage reimbursement
- Ample opportunity for professional development and networking
- Free attendance to the Ohio Stormwater Conference

The member will not be an employee of Holden Forests and Gardens and is not entitled to any of the benefits or compensation Holden Forests and Gardens provides to its employees.

AmeriCorps Requirements:

- Must have a GED or high school diploma.
- Must be 18 or older by October 8, 2024.
- Must successfully pass a comprehensive National Service Criminal History Check (NSCHC).
- Must be a US citizen, national, or lawful permanent resident.

Preferred Qualifications:

- Possess a valid driver's license, be insured, and have own transportation.
- Have an interest or plan to pursue a career in Conservation, Biology, Forestry, GIS, or related field.
- Be self-motivated and able to work independently and on a team.
- Strong communication, organizational, and interpersonal skills
- Demonstrate maturity and cultural competency.
- Desire to serve the local community.

Duties and Responsibilities of the AmeriCorps member:

General Member Responsibilities

- Promote the Northern Ohio Watershed Corps through education and outreach activities.
- Enhance skills and knowledge applicable to position through participation in related workshops, conferences, and training.
- Plan, facilitate, and participate in group service projects for National Days of Service
- Attend all NOWCorps required meetings and trainings.
- Complete activity & data reports monthly, required timesheets weekly, and any other reporting in a timely manner.

- All other duties as assigned within the limitations of this member description.
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Host Site Responsibilities

- Support the restoration of Core Natural Areas (CNAs) within the Arboretum Core to allow access and immersion for the guest in areas showcasing restoration of fragmented forests (CNA work constitutes 80-90% of the service member's time).
- Assist with assessment of CNA conditions, degree, and range of invasive populations.
- Gain practical, hands-on experience in sustainable landscape practices and procedures.
- Perform ecological restoration activities including control of invasive species through chemical and mechanical applications and planting native plants.
- Safe operating of vehicles, equipment, and machinery, including ATVs, brush-cutters, backpack sprayers, and hand tools.
- Work up to 4 hours without regular access to amenities such as bathrooms and drinking water.
- Submit proposals for CNA signage and wayfinding through the internal interpretation planning process.
- Continue developing the CNA trails, with an eye towards guest safety.
- Support planning and reporting for the CNA projects, including data entry and generating maps using GPS/BG-Base systems.
- Upload Holden's sentinel plant data to the external PGSIP working group database.
- Assist with routine equipment maintenance, particularly sharpening of hand and power tools.
- Promote the Arboretum's CNA network and the benefits of forest restoration through communications to staff and volunteers, and education and outreach activities to guests and public.
- Occasional travel to Cleveland Botanical Gardens and other partner organizations in NE Ohio to assist with special projects, events, and/or presentations.
- Be enthusiastic about developing deeper partnerships with The Arboretum's Working Woods.
- Become familiar with Public Gardens as Sentinels of Invasive Plants (PGSIP) work that previous NOWCorps service member completed and add to it as necessary.
- Collaborate with department staff to identify watchlist and potentially invasive species in the CNAs.
- With Curator of Living Collections, work to further propagation efforts for CNA restoration species (PGSIP and propagation efforts will constitute 10-20% of the service member's time).
- Assist with Horticulture & Collections initiatives as needed.
- Develop and add to skills and capabilities through in-house and external training.

Additional activities that fall within the goals of the program may be assigned with approval of the member, site supervisor, and NOWCorps staff.

Additional information: Holden Forests and Gardens is accessible to individuals with disabilities. **Holden Forests and Gardens**, Tinker's Creek Watershed Partners, and the Northern Ohio Watershed Corps will adhere to all regulations concerning nondiscrimination and equal opportunity regulations as outlined in federal and state law. This program will be made available to all without regard to race, color, national

origin, sex, age, disability, political affiliation, sexual orientation, gender, gender identity and expression, marital or parental status, genetic information, military service, and religion.

Physical Requirements and Work Environment

The physical requirements and work environment described here are representative of those that must be met by an individual to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This position requires the following:

- Manual dexterity sufficient to operate computers, ATV's, brush cutters, back-pack sprayers, and other tools and equipment.
- Physical ability to kneel, bend, and perform light lifting.
- Ability to write and speak clearly using the English language to convey information and be able to hear at normal speaking levels both in person and over the telephone.
- Specific vision abilities required include close vision, depth perception, and the ability to adjust focus
- Working in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances
- Considerable physical exertion and/or muscular strain, Lift and carry 40lb back-pack sprayers
- Working with pesticides and other hazardous chemicals
- Members will be provided training in the safe use of tools, equipment, and materials and will be given Personal Protective Equipment to minimize risks to extremes in health, safety hazards, and/or hazardous materials. This person must have the ability to travel as required to work with Host Site staff/board, volunteers, other members, and the public, participate in conferences and outdoor activities such as but not limited to site visits, volunteer activities, and project meetings

Generally, the working conditions are good with little or no exposure to extremes in health, safety hazards, and/or hazardous materials. Though work is often performed in an office setting and outdoors, this person must have the ability to travel as required to work with Host Site staff/board, volunteers, partners, other members, and the public, participate in conferences and outdoor activities such as but not limited to site visits, volunteer or program activities, training events, and meetings.

The below signed recognize this as the Member Position Description and that the Member is to perform the duties detailed above during their Member Service Year. The below signed recognize that activities outside of the scope of this description require prior written approval by all the below signed prior to execution of those activities.

NOWCorps Member Signature

Host Site Supervisor Signature

NOWCorps Staff Signature