



## NOWCorps Native Plant & Pollinator Specialist

Contact for interested Members: Claire Ilersich, NOWCorps Member Coordinator at [claire@tinkerscreek.org](mailto: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 & Gardens** 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. 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 saw HF&G continue master site planning across both sites with the support of a globally renowned landscape architecture firm, NelsonByrdWoltz. 2024 and 2025 will see the organization beginning to translate the master site planning documents into tangible action items.

**Basic Position Information:**

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

**Reports to:** Dawn Gerlica and Lori Gogolin, Senior Horticulturists

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.

Usual hours of service will be Monday-Friday during the hours of 7:00 AM and 3:30 PM. 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 & Gardens and is not entitled to any of the benefits or compensation Holden Forests & 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 biology, natural resources, environmental education, forestry, horticulture, or related field.
- Have a positive attitude, strong work ethic, be self-motivated, and able to work independently and in a team.
- Possess good organizational and communication skills (written and oral) and capable of working with little supervision.
- Able to develop and maintain effective working relationships with employees and the public.
- Demonstrate maturity and 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 preferred.
- Proficient wayfinding abilities and the ability to follow multistep instructions.
- Demonstrated proficiency in software programs including all Microsoft Office (Word, Excel, PowerPoint).
- 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.

*Host Site Responsibilities*

- Support the maintenance and expansion of the Myrtle S. Holden Wildflower Garden to allow access and immersion for the guest in areas showcasing native Ohio wildflowers collected from Ohio sources.
- Assess the existing collection of plants within the Wildflower Garden and the plant communities attempting to be represented by the habitats within the garden to determine what species are missing and needed for better representation.
- Collaborate with department staff to determine feasibility of housing potential new species within the Wildflower Garden.
- Assist the monitoring of the known rare species plant populations (Heritage Species) with the HF&G natural areas. Assist or lead information gathering that would lead to the

best practices for in situ and ex situ projects regarding the propagation and management, as approved by the Heritage Species Committee.

- Help to care for and maintain Arlene and Arthur S. Holden Jr. Butterfly Garden and surrounding areas.
- Cross reference wild collected plants from Wildflower Garden that would be good pollinator plants for the Butterfly Garden.
- Collaborate with Wildflower Garden to locate and wild collect native seeds that are absent from the Butterfly Garden.
- While using butterfly garden plant inventory, locate plants in garden beds and decide what labels are needed. Use existing label inventory to replace missing labels. Create a list of new labels needed for the Butterfly Garden.
- Gain practical, hands-on experience in sustainable landscape practices and procedures.
- Gain practical, hands-on experience in safe operation of vehicles, equipment, and machinery: including ATV's, back-pack sprayer, and hand tools.
- Train and work with volunteer positions for garden management including occasional leadership at volunteer or public events.
- Produce reports to help guide the direction of the Horticulture and Collections team in their pursuit of quality plant collections and education.
- Promote the Holden Arboretum's gardens and the benefits of using native and pollinator plants for 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.
- Assist with Horticulture & Collections initiatives as needed.
- Develop and add to skills and capabilities through inhouse 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.

**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, as well as light hiking into remote natural areas.
- 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 backpack 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.

***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.

**Additional information:** Holden Forests & Gardens is accessible to individuals with disabilities. Holden Forests & 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.

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.

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NOWCorps Member Signature

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Host Site Supervisor Signature

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NOWCorps Staff Signature