



Native Seeds/SEARCH
Conservation Garden Associate
450 hours

Service Location: 3584 E. River Road, Tucson, AZ 85718

Supervisor: Joel Johnson (jjohnson@nativeseeds.org)

americorps@arizonaserve.org

[Click here to apply!](#)

I. Organizational Purpose and Background

Native Seeds/SEARCH (NS/S) is a non-profit that conserves and promotes the food and farming traditions of the Desert Southwest. The NS/S seed bank stewards a collection of arid-adapted, open-pollinated crop seeds that have cultural roots in over 50 Indigenous and other communities in the U.S. Southwest and Mexico. The AmeriCorps Conservation Garden Associate will play a key role in maintaining and expanding the Tucson seed production gardens to increase the supply of arid-adapted seed for the seed bank, free seed access programs for culturally affiliated communities, and public distribution. This position will be supervised by the Farm Manager and Assistant Farm Manager.

II. Typical Day:

A. Cultivate Arid-Adapted Seeds: Plant, water, and tend to a variety of arid-adapted and Indigenous food crops. Preserve rare seed populations by growing, saving, processing, and properly storing mature seed.

B. Garden Infrastructure Maintenance: Expand the footprint and improve the efficiency of the seed production gardens by adding new garden beds and infrastructure. Maintain existing garden beds by weeding and watering the areas as needed.

C. Increase Agroecological Health: Collect and harvest rainwater, grow a variety of plant species that attract pollinators, plant trees and create habitats for insects that support a healthy farm ecosystem.

D. Data Collection: Collect, and manage crop data to create detailed notes that provide comprehensive growing information to partnering farmers and communities.



III. Project Focus Areas and Activities

- A. Community Needs Assessment:** The AmeriCorps member will evaluate the site's programs and services by engaging with stakeholders and conducting assessments, such as a SWOT analysis, to identify strengths and areas for growth. They will compile and present findings with recommendations to site leadership for consideration.
- B. Skill Building:** The AmeriCorps member will engage in activities that include skill development, hands-on job training, and leadership opportunities that ultimately provide valuable life experience, pathways to higher education, and workforce development.
- C. Resource Education:** The AmeriCorps member will work with the site's stakeholders and beneficiaries to promote education about available resources.
- D. Outreach:** The AmeriCorps member will assess current outreach efforts and support the site's plans for community engagement, such as developing marketing materials, collecting feedback from community stakeholders and beneficiaries, and working with community partners.
- E. Evaluation:** The AmeriCorps member will assess the efficacy and efficiency of ongoing programs and services to beneficiaries; assess program impact; and make recommendations for improving programs based on evaluation results.

IV. Requirements and Benefits

A. Education, Skills and Abilities

- 17 years or older, no upper age limit. All ages are welcome and encouraged to apply
- Proficient in relevant technologies.
- Demonstrated ability to work independently and in a team setting in a consistent, energetic, positive manner
- Strong organizational and time management skills
- Ability to be flexible and work well in a variety of situations
- Effective problem-solving skills
- Ability and desire to work with diverse community members
- Friendly and effective interpersonal skills
- Access to reliable transportation



- Ability to work outdoors in extreme weather conditions (i.e. 100F+ in summer)
- Interest in agriculture, gardening, and conservation. Prior experience growing food or seeds is ideal, but not required.

B. AmeriCorps State Member Benefits

- Living Allowance
- [Segal Education Award](#) upon successful completion of service hours
- Certificate in Civic Leadership and Service through Prescott College
- Team support and coaching
- Did you know you could earn in-state tuition for serving as an AmeriCorps member? [Find out more here!](#)