



Job Title: Instructor – Nature-Based Solutions & Regenerative Systems

Host Site: [REAP Climate Center](#)

Employer: [Pacific Coast Community Services](#)

Pay: \$40/hour W2

Schedule: Part-time with the potential for the position to become full-time.

Hours will vary depending on internship scheduling; including some weekend days.

About REAP Climate Center

REAP's mission is to increase access to climate change mitigation by providing ecological experiences and climate job pathways. We strive towards a world where all human-built systems align with nature. We do this in a regenerative context, connecting play and discovery to training and certifications. We aim to assist in building a workforce of trained professionals who will use nature-based solutions to mitigate and adapt to climate change. For more information, check out:

- [Quick Executive Summary](#)
- [2023 Annual Report + 3 year Retrospective](#)
- [Vision Document / White-paper + Audio File](#)

Full Job Description

The REAP Climate Center seeks a Regenerative Systems and Nature-Based Solutions Instructor to lead and instruct volunteers, interns, and workforce clients. For example, in the spring and summer of 2024, we will host multiple cohorts of interns through an ecosystem restoration internship program. Interns will develop an understanding of ecosystem restoration practices through hands-on learning experiences. One of the primary hands-on experiences will involve restoring our two bioswales that currently exist on

REAP's campus as a regenerative practice for stormwater management. The [Bioswale Trail Restoration Program](#) aims to enhance the current bioswale capacity by improving healthy soils and increasing biodiversity, nutrient cycling, and stormwater pollution removal.

This position has the potential to create ongoing employment opportunities beyond serving as an instructor for our ecosystem restoration internship. REAP's workforce development program has needs for curriculum development and its execution. Training through REAP's regenerative on-campus programs will provide pathways for hiring individuals in aligned fields. For more information about REAP's programs, please see [REAP Climate Center's Program Page](#).

REAP's workforce training primarily engages vulnerable populations, including seniors, veterans, folks with special needs and disabilities, and historically marginalized and underserved communities.

Preferred Skills/Experience (flexible)

- Traditional Ecological Knowledge
- Habitat restoration project planning and execution
- Teaching and mentorship of youth (ages 18-24)
- Curriculum development
- Regenerative agriculture and permaculture
- Field survey experience
- Habitat/Ecological restoration
- Ecological landscape architecture

Example Responsibilities (programs will vary)

- Supervise and engage groups of up to 15 youth interns (ages 18-24) in three different cohorts for an Ecosystem Restoration project.

- i.e. the currently open [Native Youth Internship](#)
- Sponsored by the Native American Health Center, SF Dept. of Economic & Workforce Development, REAP, and PCCS
- Provide interns, volunteers, and workshops with a basic understanding of ecosystem restorations, permaculture gardening, tree planting & care, composting, and more through mini-lectures and on-campus activities and projects
- Leading hands-on campus activities surrounding ecological systems management, including environmental surveying, ecosystem restoration practices
- Assisting in the development of curriculum as part of REAP's nature-based workforce development programs

Campus Facilities/Working Conditions

You will work primarily in outdoor, uncovered spaces, with some time spent in indoor coworking spaces. During the spring and summer, non-shaded areas of campus may reach high heat in the middle of the day.

Diversity and Inclusion

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

How to Apply

To begin the application process, please submit a resume, cover letter, and three professional references. Please submit your application [here](#).