



Navajo Natural Heritage Program
Navajo Department of Fish and Wildlife
PO Box 1480
Window Rock, AZ 86515



Position Announcement

Title: Horticulturist

Start/End Date: Position open until filled, Permanent/Full-time, Dependent on grant funds

Salary: \$22.74 per hour, \$47,481 per annum, with benefits

Reports to: Jesse Mike, Forester & Nora Ventrella, Botanist

Location: Fort Defiance, Arizona

Summary: The Navajo Natural Heritage Program is the sub-department with the Navajo Department of Fish and Wildlife which is responsible for tracking, managing, and conserving endangered and vulnerable plant and wildlife species on the Navajo Endangered Species List. As part of an initiative to take an active role in restoring wildlife habitat, the Heritage Program started the Diné Native Plants Program in 2017. This program focuses on collecting, banking, and propagating plant species important to ecological diversity, restoration, and culture, and is the result of a partnership between Navajo Fish and Wildlife and the Navajo Forestry Department in Fort Defiance, AZ. The Diné Native Plants Program has a native seed banking program, and we use collected seed to grow genetically-appropriate restoration, rare, and culturally-important plants. This effort provides native plant materials for riparian, reclamation, and upland restoration projects as well as provides employment for Navajo community members and public access to culturally-important plants.

The Diné Native Plants Program is hiring one Horticulturist to lead all greenhouse, plant propagation, and out-planting tasks on behalf of the program. Specific duties will include:

Greenhouse/Restoration Duties: Leads the development of seed germination and propagation protocols for revegetation. Leads activities involved in the production of plants for revegetation and outreach purposes such as: planting, spaying, watering, weeding, fertilizing, transplanting, recording information about plant growth, regulating greenhouse conditions, and controlling pests. Conducts revegetation activities such as transporting and planting greenhouse-grown plants at revegetation sites, preparing the planting site, reseeding, and installing erosion control structures; according to site-specific revegetation plans. Aids in the development of site-specific revegetation plans. Conducts post-revegetation monitoring at pre-determined intervals following established protocols.

Seed Collecting and Banking: Collects, cleans, and accessions seed from species on the target species list, following established protocols. Assesses seed quantity and percent viability following protocols. Enters accession data into seed banking database. Vouchers herbarium specimens from collected populations of Navajo flora to be included within the Navajo Herbarium collections. Verifies species identifications of vouchered specimens and aids in



Navajo Natural Heritage Program
Navajo Department of Fish and Wildlife
PO Box 1480
Window Rock, AZ 86515



NAVA (Navajo herbarium) activities such as filing, mounting, accessioning, or imaging specimens. Collects willow and cottonwood cuttings, as needed.

Seed Increase Coordination: Works with Navajo farmers to plan, establish, and maintain seed increase sites for growing locally-collected native seeds and cuttings. Collects and shares best practices for starting and operating seed increase sites. Creates and shares a directory of reliable suppliers of climate adapted native plant materials to create a Navajo Nation supply chain.

Outreach and Education: Hosts community outreach workshops about seed collecting, restoration activities, and seed increase, as needed. Develops outreach tools (social media, videos, posters, photos, etc.) to engage the public about native plants. Disseminates plant program information at various scientific organization workshops and conferences, and to community chapters and wildlife interest groups. Aids in the development and strengthening of partnerships with tribal and federal organizations involved in similar plant programs.

Essential Responsibilities and Functions: The Horticulturist will be based out of the Navajo Forestry Department greenhouse in Fort Defiance, AZ, and eventually out of the new greenhouse/seedlab which will be constructed at the Window Rock Zoo in 2023, and will work closely with the NNHP Forester, Wildlife Technician, and Cultural Plants Coordinator.

Knowledge, Skills, and other Characteristics:

- Knowledge of horticulture practices, plant taxonomy and insect/disease control.
- Knowledge of plant life, growing habits and identification.
- Knowledge of fertilizer and pesticide applications.
- Knowledge of irrigation techniques and maintenance of greenhouse growing conditions
- Knowledge of basic research and statistical methods and techniques.
- Knowledge of the safe operation of a variety of equipment used in the course of work.
- Knowledge of assigned wildlife taxonomy.
- Skill in the use and operation of horticulture equipment and materials.
- Skill in the use of standard office equipment, computers and various software programs.
- Skill in collecting accession seed data.
- Skill in maintaining records and preparing reports.
- Skill in basic research methods.
- Skill in establishing and maintaining effective working relationships.
- Ability to use hand tools and light to heavy equipment.

Minimum Qualifications:

An Associate's degree in Horticulture or a closely related field or a Horticultural Certificate from an accredited program; and two (2) years of experience botany, horticulture, greenhouse production or field related plant work; or an equivalent combination of education and experience.

Special Requirements:

Possess a valid state driver's license.



Navajo Natural Heritage Program
Navajo Department of Fish and Wildlife
PO Box 1480
Window Rock, AZ 86515



Preferred Qualifications:

A Bachelor's degree in Horticulture, Botany or a closely related field.
Plus three (3) years of experience in greenhouse production of native plants for restoration.

Supplemental Requirements:

Incumbent must obtain a Navajo Nation Vehicle Operator's Permit within 90 days of date of hire.

Physical Requirements: Work will occur in office, greenhouse, and field settings. Field work may involve rigorous 10-hour work days and car camping in remote conditions with exposure to hot, cold, windy, or inclement weather. Must be able to stand for long periods of time, hike up to 5+ miles each day, and lift up to 50 lbs. Field work often will involve being away from Ft. Defiance for 2-5 days at a time in remote areas with limited cell phone service.

To Apply: Job Vacancy Announcement (JVA) and application instructions found here:
<http://www.dpm.navajo-nsn.gov/jobs.html>.