



**PLANTING JUSTICE**  
www.plantingjustice.org

Planting Justice  
PO Box 43575  
Oakland, CA 94624

### **Position Title**

Transform Your Yard (TTY) Ecological Landscaper

Managers and Teammates: Nicole Wires, Rahul Patel, Aaron Godinez, Obichukwu Lebeke, Bobby House

### **PJ Headquarters**

Our nursery is located at the Sogorea Te Land Trust land at 319 105th Ave., Oakland, CA 94603. This address is where you will usually meet every morning, unless directed to a different site by your Manager

Our farm is located at 4823 Hilltop Dr., El Sobrante, CA 94803.

Planting Justice locations are generally open Monday through Friday and some weekends between 8am - 6pm. Without prior permission, you should not be at Planting Justice locations outside of these hours.

### **Responsibilities, Ecological Landscaper**

The main responsibility of the position is to support project manager and site leader with the installation of permaculture gardens for private residents throughout the Bay Area with the Transform your Yard landscaping team. This position will include 3-6 months of on-site training and mentorship under current Project Managers.

This position provides the Ecological Landscaper with the opportunity to give back to their community, develop their resume, gain economic and personal stability, gain expertise in food and medicine production, and receive the support and empowerment they need to become leaders in the food justice/urban agriculture movement.

### **Desired Skillsets**

We are looking for candidates who have many of the following skillsets:

- Client relations/management
- Proper use of power tools
- Planting edible and California native annuals and perennials
- Permaculture techniques such as sheet mulching and herb spirals
- Construction skills such as building raised beds, trellises, and chicken coops
- Irrigation installation and maintenance
- Designing and installing greywater systems and rainwater tanks
- Composting systems
- Nonviolent communication and/or other conflict resolution practices

Candidates are not expected to have all of these skillsets, and paid training is available to help new hires obtain the above skillsets. Strong desire to lead projects independently is a must.



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### **Expectations**

- Work 4 days per week, approximately 28-32 hours per week, which includes onsite training & professional development hours.
- Show up to work on time and well rested, fed, sober, and ready for demanding physical labor.
- If unable to make it to work due to illness or emergency, contact your managers at least 12 hours before the work is to begin.
- Work cooperatively as a member of a team
- Follow instructions of the project manager, designer, and any other designated project leaders
- Ask questions and for help when unsure how to handle a task
- Learn new skills and share existing skills with others
- Be a role model with other participants through good example, good work ethic, and good communication
- Work with crew of edible landscapers, ensuring to the best of your ability that the installation is on schedule and conforms to the design and scope of work
- Maintain a positive relationship with the client during installation, and promptly report to Project Manager and team any concerns, changes to the scope of work, and any/all problems that may arise during installation

### **Salary/Benefits**

- Edible Landscapers are compensated with a starting hourly rate of \$19, with opportunity for advancement
- After 90 days probationary period, employee is eligible for 80% FTE of our standard PTO package: 16 days Paid Time Off (includes vacation, wellness, and sick days), increasing to 20 days in Year 3 and 24 days in Year 5.
- Paid annual holidays: New Year's Day, 4th of July, Thanksgiving + Day After Thanksgiving, Christmas, Juneteenth and Indigenous People's Day
- Unpaid Time Off/Extended Vacations beyond Paid Time Off: possible with prior coordination, scheduling and approval at least 2-weeks ahead of time
- Unpaid sick leave: as needed
- Health care coverage including dental, vision, life insurance and chiropractic coverage after 90 days after date of hire.

### **Hiring Timeline**

Please submit resume and cover letter or expression of interest to [tyy@plantingjustice.org](mailto:tyy@plantingjustice.org). Applications will be reviewed as received, and position will remain open until filled.