



Native Seeds/SEARCH is seeking a Conservation Program Manager to join our team. This position is responsible for the strategic direction and operation of NS/S's *ex-situ* and *in-situ* conservation programs that preserve and promote the NSS Seed Bank Collection.

The ideal candidate should be highly skilled with both plants and people, with training in plant genetics, botany, agronomy or related field, experience working with living collections, and strength in operational and financial management. This is an exempt, full-time position based at our Tucson Conservation Center location, requiring some scheduling flexibility including weekends and holidays; occasional travel is expected to meet with farmers and other stakeholders. Compensation includes competitive salary, health benefits, and generous paid time off. The position reports to the Executive Director, is part of a management team, and supervises 3 staff as well as volunteers.

Native Seeds/SEARCH is a Tucson-based nonprofit that conserves and promotes the food and farming traditions of the desert Southwest, and our collection of 2,000 accessions of landrace and crop wild relatives has cultural roots in over 50 indigenous and other communities. Our Conservation program coordinates with staff and regional small farmers to ensure that seeds are regenerated on a timely basis, both at our Tucson seed bank location and at partner sites in Arizona and New Mexico. Seeds must also be harvested, tested, stored and documented using IPGRI best practices. The department collaborates frequently with our Distribution team to provide sufficient seed quantities for seed sales and free seed programs, and with Education to help train gardeners, farmers, K-12 students, and consumers to have success with heirloom seeds.

Essential Duties and Responsibilities

- Provides strategic oversight and leadership of conservation program, including annual budgeting and financial management
- Supervises and trains conservation program staff, interns and volunteers
- Pursues grants and other external funding to support collection activities and responsible for grant implementation and reporting
- Oversees seasonal seed growouts including supervision of staff, volunteers and partner farmers
- Monitors seed viability, ensures seed hygiene and purity comply with Federal standards, and maintains seed processing protocols and documentation
- Oversees data collection and photographic documentation during growouts, including phenotypic and agronomic characterization

- Conducts collection rationalization to identify opportunities for de-accessioning, accession splitting, re-collection, and new acquisitions
- Supports *in-situ* seed conservation initiatives (seed exchanges, libraries, seed banks, variety trials and evaluations, breeding projects, and custodian farmers) by providing protocols and technical assistance for growing quality seed. Occasional travel within Arizona and New Mexico is expected.
- Initiates and maintains professional relationships with other seed banks and indigenous organizations
- Contributes educational content and interpretation of the NS/S collection
- Works with Collection Curator and Distribution personnel to plan annual seed production to meet distribution and program needs
- Builds partnerships and oversees use of the NS/S collection for research
- Provides timely written and oral reports about conservation program activities
- Serves on Board of Director and staff committees as appropriate
- Other duties as assigned

Preferred qualifications

- Minimum M.S. or M.A. in plant sciences, conservation, ecology, agriculture, biology or related field. Ph.D. strongly preferred
- 3 years working with biological collections, seed bank environment preferred
- Familiarity with arid-lands agricultural practices and experience working with farmers
- Demonstrated leadership in program, project and personnel management
- Strong computer skills including experience with relational databases such as MySQL and SQL Server.
- Successful grant award record and experience with grant reporting and budget management
- Skill and passion for working with individuals and groups from diverse cultural backgrounds
- Excellent verbal and written communication skills, including public speaking to diverse audiences

Salary range: \$42,000-47,000. Native Seeds/SEARCH is an equal opportunity employer. Non-local candidates are encouraged to apply, however, we have only limited ability to cover relocation expenses. Submit cover letter, CV and three professional references to: employment@nativeseeds.org. Applications accepted until filled.