



THE AMERICAN CHESTNUT FOUNDATION®

About The American Chestnut Foundation

The American Chestnut Foundation (TACF) is a nonprofit conservation, education, and scientific research organization with 20+ staff members located from Vermont to North Carolina, an 18-member board, and an annual budget of three million dollars. Founded in 1983 and based in Asheville, NC, TACF and its 16 state chapters are employing traditional breeding and modern genomics to develop, and ultimately restore, American chestnut populations. TACF is primarily supported by private philanthropy and targeted research funding.

The American chestnut is a symbol for the hope that exists for all threatened species. TACF has played the lead role in rescuing this species through its innovative breeding and genetic research for four decades. TACF's long-term goal is to create self-sustaining populations with disease-resistant trees growing stronger in each succeeding generation. TACF is restoring a growing legacy for decades and centuries to come.

Our Mission is to return the iconic American chestnut to its native range

Our Vision is a robust eastern forest returned to its splendor

Our Values: Optimism, Patience, Science-Based Decisions, Integrity, Innovation, and Collaboration

Position: Orchard Manager

Position Type: Full-time permanent position with a robust benefits package

Position Location: Meadowview Research Farms, Meadowview, VA

Reporting to: Director of Land Management

Salary Recruitment Range (DOE): \$21.19-\$23.08 per hour - *TACF is a living wage employer*

The American Chestnut Foundation (TACF) seeks to hire a full-time Orchard Manager at its flagship Meadowview Research Farms in Southwest Virginia. The Orchard Manager will work both individually and as part of a team on essential land management tree breeding and seed harvest tasks year-round. Reporting to the Director of Land Management, the ideal Orchard Manager will bring skills, knowledge and willingness to learn in areas such as vegetation management, safe operation of heavy agricultural equipment, handling and organization of biological samples, and natural resource conservation. Knowledge and experience pertaining to plant biology and breeding is a plus. As a staff member of Meadowview Research Farms, the Orchard Manager will interface professionally with members of the public, connecting specific tree breeding and land management projects with TACF's overall mission.

General Responsibilities

- Perform land management functions both individually and as part of a team, including but not limited to: mowing, spraying herbicides, tree removal, deer enclosure maintenance, etc.
- Record and maintain accurate data in TACF's trees database, *dentataBase*
- Maintain and update the inventory of orchards/trees at Meadowview Research Farms

- Perform controlled pollinations at Meadowview Research Farms in coordination with Meadowview- and Asheville-based colleagues
- Facilitate the selection of trees with desirable characteristics for future breeding efforts in coordination with lead science colleagues
- Lead harvest, inventory, and distribution of seeds to members, Regional Science Coordinators, nurseries and TACF partners
- Lead pollen collection, processing, preservation, and distribution to Regional Science Coordinators and TACF partners
- Participate in seasonally recurring all-staff tasks, including but not limited to: orchard plantings, nursery winterization, seed sowing, harvest processing, etc.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

Knowledge, Skills, Abilities

- Fundamental land management skills, including but not limited to: vegetation management, safe operation of heavy machinery, and work outdoors in variable weather for long periods of time
- Fundamental plant care skills, including but not limited to: knowledge of common regional flora, visual assessment of plant stress, visual recognition of common plant pests and diseases
- Strong organizational skills that reflect the ability to perform and prioritize multiple tasks seamlessly with excellent attention to detail
- Strong interpersonal skills and the ability to build collaborative relationships with colleagues, volunteers, the public, and external partners
- Ability to work independently, take initiative, and manage new projects
- Excellent communication skills, with an ability to adapt and work with various communities

Qualifications

- Minimum Associate's degree in forestry, horticulture, landscape management, biology, or related discipline. Bachelor's degree preferred
- Competency in MS Office programs and a willingness to learn and embrace new software and digital technology
- Knowledge of GIS systems and scientific databases is a plus
- Willingness to learn and practice safe operation of field equipment is essential; Experience with tractors, riding mowers, chainsaws, pesticide application, and plant breeding a plus
- The position requires periods of moderate to strenuous outdoor physical activity in varying terrain and in changing weather
- Must be able to, on occasion, travel overnight and work some weekends during peak activity
- Valid driving license

Benefits

In addition to a great culture, TACF offers a robust benefits package to support employees and their families. Benefits include health, vision, dental, and spending account options as well as life and long-term disability insurance. Benefits begin the first day of the month following hire.

TACF also offers a 403(b)-retirement plan, including 5% company match contributions after two years of service to help your long-term financial plan grow quickly. In addition to at least 12 paid annual holidays, TACF offers ten paid sick days and two weeks of paid vacation which increases with tenure and performance.

Professional development in the form of conferences, training, and staff retreats are offered occasionally and by request with approval from your director.

TACF's Covid Statement

Out of an abundance of concern for our staff and the communities that we serve, TACF continues to closely monitor COVID-19 pandemic developments and adjust the foundation's actions according to CDC and statutory guidelines. As a science-based organization, we request all applicants be fully vaccinated for this disease unless there is a legal exemption.

Application Process

Interested candidates should apply via the TACF's employment page, <https://tacf.org/employment/>. Application close date is January, 11, 2024. TACF will acknowledge receipt of all applications. Please note that we are not accepting phone inquiries regarding this open position, so please do not contact TACF via phone.

Equal Opportunity Employer

TACF is an Equal Opportunity Employer committed to providing an equal opportunity to all qualified individuals seeking employment, and to all current employees. A Diversity, Equity, Inclusion, Accessibility, and Justice (DEIAJ) ethic is a priority and is being continually integrated into TACF's culture which is dedicated to supporting a diverse, inclusive workplace. TACF does not discriminate based on race, religion, color, sex, age, national origin, marital status, sexual or gender preference, veteran status, disability, pregnancy or related condition, ancestry, medical condition, physical handicap, or any other protected class or status.

Living Wage Employer

TACF is certified as a Leading Living Wage Employer by [Just Economics of WNC](#) and is dedicated to a just and sustainable economy.