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## Landscaping Volunteer Position Description

**Position Title:** Living Roof, Landscaping Volunteer

**Department:** Operations

### **POSITION SUMMARY:**

Volunteers are an integral part of maintaining and improving our living roof. Volunteers will gain valuable experience in methods of maintaining a botanic garden that supports the Academy's mission to explore, explain and sustain life on earth. Volunteers will gain hands on experience identifying California native plants and learning about our living roof. The Academy values the dedication of our volunteers, and as a result provides free admission to the museum and other benefits.

The California Academy of Sciences welcomes people of all backgrounds, identities, and beliefs to join us in achieving our mission to explore, explain, and sustain life on Earth. We place diversity, equity, and inclusion at the heart of our recruiting efforts and strive to build a culture centered on mutual respect, equal treatment, and the opportunity to succeed.

### **VOLUNTEER COMMITMENT:**

- Roof volunteers are able to attend at least one volunteer day a month.
- Roof volunteers should be comfortable with committing to at least 4 months.
- Volunteers are required to follow Landscape Exhibits safety protocols.
- Roof volunteers are automatically eligible to become grounds volunteers as well.
- For our team to succeed we look for committed, long term volunteers. We are willing to make scheduling accommodations for volunteers that demonstrate they are committed.

### **ROOF VOLUNTEER PROJECTS:**

- Gain experience identifying California native plant species grown on our roof and learn about their unique characteristics.
- Gain experience identifying invasive weed species on our roof and monitor their distribution.
- Work alongside staff removing invasive species from our living roof.
- Opportunities to assist in other forms of maintenance: planting, pruning plants and adding compost and soil amendments.
- Opportunity to participate with special projects: seed collection, propagation and development of records of species success etc.
- May train new volunteers on invasive species identification and removal.

### **MINIMUM QUALIFICATIONS:**

The most important qualification for volunteers is enthusiasm and the willingness to work hard to complete a task. To perform successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.



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**EDUCATION and/or EXPERIENCE:**

No prior experience is necessary for many of the tasks listed above. Volunteers will receive continual training to ensure that they are comfortable identifying both invasive species and California natives growing on our roof. Volunteers with specific training in Horticulture, Plant Systematics or other relevant fields may have the opportunity to participate in special projects.

**KNOWLEDGE, SKILLS AND ABILITIES:**

- Able to perform physically demanding work (lift and carry up to thirty (30) lbs.)
- Able to work outside and tolerate adverse weather conditions
- Able to understand and accurately follow detailed instructions
- Able to work cooperatively and in a small team environment with staff and other volunteers.

**LANGUAGE SKILLS:**

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals.

**PHYSICAL DEMANDS AND WORK ENVIRONMENT:**

Because volunteers will spend the majority of their time removing invasive species from our roof, volunteers should be physically able to perform repetitive motions, including kneeling, bending and lifting. Volunteers must have a strong back. Volunteers should also be comfortable working outdoors and in potential adverse weather conditions, including hot, cold and windy days.

- Able to lift and carry up to thirty (30) lbs.
- Able to perform repetitive motions for an extended period of time

The California Academy of Sciences will give full consideration for employment to all qualified applicants with criminal histories in a manner consistent with the requirements of the [San Francisco Fair Chance Ordinance](#) (SF Police Code, Article 49).

The California Academy of Sciences is an Equal Opportunity Employer and is committed to ensure that all employees and applicants receive equal consideration and treatment, regardless of race, color, creed, gender (including gender identity or gender expression), religion, marital or domestic partner status, age, place of birth, national origin or ancestry, physical, mental or medical disability, height or weight, sex, sexual orientation, citizenship, military service status, veteran status, or any other characteristic protected by state or federal law or local ordinance.

The California Academy of Sciences is a non-smoking facility. There is also no smoking in Golden Gate Park.



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