

Green Collar Corps

About The Watershed Project

The Watershed Project (TWP) is a nonprofit organization based in Richmond, California whose mission is to inspire Bay Area communities to understand, appreciate and protect our local watersheds. Along with our many community and local group partners, through educating, community organizing, restoring creeks, shorelines, and native plant communities, and implementing vital green infrastructure projects, TWP is committed to building environmental resiliency and equity in the San Francisco Bay Area.

Position Overview

The Watershed Project's Green Collar Corps (GCC) program provides paid job training and part-time employment for youth and young adults (17-24 years old) in Richmond, San Pablo, and Oakland. The program's goal is to support personal and professional growth for local young people, especially those who are underrepresented in the environmental field (such as Black, Indigenous, and other youth of color) and who cannot afford to take an unpaid internship opportunity. Created in 2009, our GCC program now employs 5-7 young adults annually, giving them the skills and experience they need to pursue environmental or other careers. Members work across all of TWP's program areas with introductions to diverse environmental careers and hands-on experiences, in addition to educational trainings and team-building activities.

Responsibilities

Responsibilities may include, but are not limited to:

- Support outdoor field trips and in-class lessons with K-12th grade students.
- Community outreach and participation in community events.
- Stewardship of community green spaces, including weeding, planting, watering, and spreading mulch.
- Installing green schoolyard features such as rainwater cisterns, trees, plants, and artwork on elementary school campuses in Oakland and San Francisco.
- Facilitating creek and shoreline trash cleanup events.
- Website and social media communications, writing articles for the email newsletter.
- Conducting water quality monitoring in creeks throughout Contra Costa County.

Desired Qualifications

The ideal candidate will possess some of the following knowledge, skills, and experience:

- Interest and/or experience working with K-12th grade students.
- Enjoy physical outdoor field work such as gardening.
- Bilingual in English and Spanish is a big plus.
- Flexibility, enthusiasm, dependability, and the ability to work effectively with many different types of people.
- The ability to work effectively as part of a collaborative team and to take individual responsibility.
- Familiarity with or ability to learn computer applications such as Zoom, Canva, and Google Suite.

In order to adhere to our grant requirements and work toward our goal of increasing equitable access to employment in the environmental field, GCC members must meet at least one of the requirements listed below:

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- Come from a low-income community (based on median household income, as defined by the [Outdoor Equity Program Tool](#) or the [Disadvantaged Communities Mapping Tool](#))
- Identify as a person of color, LGBTQIA, or person with a disability

Physical Requirements

- A reliable method of transportation to TWP's office and field sites in West Contra Costa County and Oakland.
- Fingerprinting, TB test, and proof of COVID-19 vaccination required after hire.
- Work involves walking on uneven or muddy terrain. Work requires squatting and kneeling.
- Frequently lifts, carries and positions objects weighing up to 25 pounds.

Work Environment and Values

Work is performed in an outdoor and office setting. Office location is at the Richmond Field Station in Richmond, CA, with field sites primarily in West Contra Costa County and Oakland. Some tasks may be performed remotely.

TWP is an equal opportunity employer that strives to recruit a diverse workforce and provide an equitable and inclusive workplace for all. We strongly encourage people with a variety of backgrounds and lived experiences to apply and thrive within our growing team. We seek qualified and passionate individuals regardless of age, ancestry, color, creed, cultural background, ethnicity, gender identity or expression, marital status, military obligations, national origin, parental status, physical ability, race, religion, sexual orientation, socioeconomic status, or veteran status.

Compensation

This is a part-time hourly position with a salary of \$17 per hour. GCC members are generally expected to work ~12-16 hours per week, with a flexible schedule designed to accommodate college courses. Eligible GCC members joining TWP through Merritt College's Fall Internship Program will have the option of continuing their paid internship for at least a full academic year to gain more in-depth experience and leadership opportunities.

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