

Bridging The Gap Position Description

Job title	Kansas City WildLands Seasonal Seed Technician
Reports to	Kansas City WildLands Program Coordinator
Status	Full-time (32–40 hours/week), Seasonal (Term-Limited through October 31, 2026)

Job Purpose

The mission of Bridging The Gap's Kansas City WildLands (KCWL) program is to conserve, protect, and restore remnant natural areas to increase ecosystem health and resiliency across the Kansas City metro. The Seasonal Seed Technician will contribute to this mission primarily through the collection and management of native seed and plant materials. This role also offers opportunities to gain experience in invasive species management, prescribed fire, and community-based conservation efforts. This position is supervised by a KCWL Program Coordinator and will engage with volunteers, partners, and conservation professionals throughout the region.

Primary Duties and Responsibilities

Ecosystem Management

- Identify native plant species and understand their life cycles across WildLands sites in the Kansas City metro area
- Assist with all stages of native seed collection, including scouting, harvesting, and processing
- Collect, track, and maintain accurate data using tools such as Excel and ArcGIS

Community Education and Outreach

- Support the development of education and outreach materials as needed
- Build positive working relationships with team members, partners, community leaders, volunteers, and community groups
- Lead and/or assist with volunteer events focused on native seed collection, ensuring proper preparation, training, and safety protocols
- Engage diverse volunteer groups and support outreach efforts to expand community participation
- Perform other job-related duties as assigned, with reasonable accommodations as needed

Qualifications

Required

- Ability to work both independently and collaboratively
- Interest in native seeds, plant diversity, and ecological restoration
- Basic knowledge or curiosity about the ecology of the Kansas City region, including tallgrass prairie and oak-hickory woodland ecosystems
- Willingness to learn, research, and grow knowledge of conservation topics
- Reliable daily access to a personal vehicle
- Valid driver's license with a satisfactory driving record

- Ability to successfully complete a background check in compliance with applicable laws and an MVR Check

Preferred

- Experience with prairie or woodland ecosystem management
- Experience working in field environments, independently or with a crew
- Experience working with volunteers or community groups
- Ability and willingness to work long days in outdoor conditions

Working Conditions

- This role is part of a field-based team
- Work is conducted outdoors approximately 80–100% of the time in varying weather conditions
- Occasional evening and weekend work may be required depending on the season
- Exposure to outdoor elements including rough terrain, insects, spiders, and snakes

Physical Requirements

- Ability to lift, carry, and move up to 50 pounds
- Ability to stand, bend, crouch, kneel, and navigate uneven terrain for extended periods.
- Ability to safely use tools and field equipment
- Ability to communicate effectively with staff, volunteers, and the public
- Ability to travel to various work sites as needed

Positions Supervised

None

Compensation & Benefits

- Starting pay: \$17.50 per hour
- 32–40 hours per week
- Mileage reimbursement for use of personal vehicle

Please note:

This is a seasonal position and is not eligible for medical benefits, paid time off (PTO), or paid holidays.

This role offers a supportive team environment, opportunities for hands-on learning, some schedule flexibility, and a dog-friendly office culture.

Bridging The Gap is an equal opportunity employer committed to advancing environmental justice and fostering a workplace that reflects the diverse communities we serve. We believe that a team composed of individuals with a wide range of lived experiences and perspectives strengthens our ability to lead with compassion, collaborate meaningfully, innovate creatively, and deliver impactful, equitable service.

We strongly encourage individuals from all backgrounds—including those historically underrepresented in environmental and nonprofit work—to apply, even if you do not meet every

listed qualification. We value passion, lived experience, and a deep commitment to our mission alongside traditional credentials.

To Apply:

Please submit a cover letter and resume or CV outlining your qualifications for the position. Your materials should highlight your work background, education, relevant experience, and any additional skills or lived experiences that align with the responsibilities of the role.

Applications should be submitted via email to:

Glenda Swinton

employment@bridgingthegap.org