



We are looking for a

GREEN STORMWATER INFRASTRUCTURE (GSI) CREW LEAD

SJI is a nonprofit organization deeply committed to supporting people from underinvested communities in building sustainable careers. We do this through local career-connected training programs and workforce development initiatives, as well as research, evaluation, and technical assistance for organizations nationwide. We center lived experiences in our approach, using what we learn to inform workforce systems that are more responsive, supportive, and effective for all.

POSITION DESCRIPTION

We are seeking a **Green Stormwater Infrastructure (GSI) Crew Lead** to supervise and mentor a cohort of 10-15 young adults (ages 18-25) participating in a 9-month workforce training program.

This is a hands-on leadership role. The Crew Lead works alongside participants in the field, maintaining green stormwater infrastructure sites while providing instruction, structure, and safety oversight. The role also includes documentation, reporting, and coordination with SJI and SPU staff. Duties include:

Field Leadership & Mentorship

- Lead and supervise a crew of 10-15 young adult participants in field settings
- Provide daily hands-on training in landscape maintenance and green stormwater infrastructure care
- Model workplace expectations and professional behavior
- Monitor attendance, engagement, and skill development
- Complete monthly participant evaluations

Green Infrastructure Maintenance

- Remove invasive weeds and manage vegetation
- Prune, plant, replant, water, and mulch
- Maintain natural drainage systems and bioretention facilities
- Assess site conditions and ensure maintenance meets established standards
- Maintain safe and clean worksites
- Drive a program vehicle (pickup truck) to transport crew and equipment

Coordination & Documentation

- Submit daily attendance updates
- Complete monthly reports documenting work performed, hours, materials used, and participant progress
- Participate in bi-weekly team meetings
- Coordinate site assignments and timelines with Seattle Public Utilities

WHO WE ARE LOOKING FOR

We are seeking someone who enjoys working outdoors, leading teams, and supporting young adults in developing practical skills.

You are:

- Comfortable supervising others in a field-based environment
- Knowledgeable about plant care, landscaping, and vegetation management
- Patient, structured, and safety-oriented
- Organized and able to document work clearly
- Adaptable and able to adjust to changing site conditions and weather

EDUCATION & EXPERIENCE

- Two (2) years of experience in planting and maintaining trees and plant materials with supervisory or lead experience; OR
- One (1) year of relevant experience plus a bachelor's degree in Horticulture, Landscape Architecture, Forestry, Natural Resources, Botany, or a related field, with supervisory or lead experience; OR
- An equivalent combination of education and experience sufficient to perform the essential duties of the role
- Valid Washington State Driver's License with an acceptable driving record

NICE TO HAVES

- Experience mentoring or supervising young adults in workforce development or training settings
- Knowledge of invasive and noxious weeds and native plant identification
- Experience with Green Stormwater Infrastructure (GSI) maintenance
- Strong written communication skills for preparing structured reports
- Proficiency in Microsoft Office

ABOUT THE GREEN JOBS PROGRAM

SJI's Green Jobs program prepares young adults for careers in environmental and utility-related fields. Through hands-on work experience, classroom learning, and mentorship, participants build technical skills while exploring long-term career pathways in green infrastructure and public utilities.

The Green Stormwater Infrastructure (GSI) Crew supports the maintenance of natural drainage systems and bioretention facilities throughout the City of Seattle in partnership with Seattle Public Utilities (SPU). Participants gain exposure to field operations, safety standards, and environmental stewardship practices.

HOW WE WORK

The Green Jobs team collaborates closely with community partners and City agencies to provide meaningful workforce opportunities. The Crew Lead plays a critical role in representing the program with professionalism and ensuring participants experience a structured, supportive learning environment.

We value teamwork, accountability, and continuous learning, and we are committed to fostering a workplace culture rooted in equity and respect.

WORK ENVIRONMENT

This position is primarily field-based and works outdoors at sites throughout Seattle in varying weather conditions. The role requires standing, walking, bending, lifting, and working near public streets and right-of-way areas. Occasional indoor time for meetings and administrative tasks is required.

COMPENSATION AND BENEFITS

This is a temporary, part-time, nonexempt (hourly) position for approximately nine months, working up to 30 hours per week, with occasional weeks up to 40 hours based on program needs. The hourly rate for this position is \$30–\$34 per hour. Temporary employees are not eligible for employer-sponsored benefits (including medical, dental, vision, disability, life insurance, flexible spending accounts, or 401(k) participation) during the temporary employment period. However, temporary employees accrue paid sick leave and are eligible for organization-recognized holidays in accordance with SJI policy.

RECRUITMENT TIMELINE AND NEXT STEPS

Key steps:

1. Application review
2. Phone interview – 30 minutes
3. Panel interview – 1 hour

Ideal Start Date: April 1st, 2026

As an Equal Opportunity Employer, SJI encourages people of all backgrounds to apply, including BIPOC, immigrants, refugees, women, LGBTQIA2S+, people with disabilities, and veterans. We recognize your unique qualities and the value you bring to our commitment to the communities we serve. Together we create and preserve inclusive and equitable environments.

SEND YOUR RESUME AND COVER LETTER TO HR@SEATTLEJOBSINIT.COM