NY Nursery Network Manager – Reforest NY

The role: Network Manager, Reforest NY. You will build New York's community seed-collection network: 100 collectors, 25 growers and 25 landowner agreements, supplying our new Finger Lakes nursery. **Salary:** $55-75k, with benefits, a performance bonus and relocation assistance for qualified candidates. **To apply:** send your resume and cover letter to careers@archewild.com and complete the screening questionnaire (details under How to Apply).

ArcheWild is a professional ecological restoration firm operating throughout the mid-Atlantic. We tackle some of the largest and most complex restoration programs on the East Coast. **We are not a carbon credit or mitigation bank.**

The Opportunity

Every native tree we grow starts as a seed someone found, picked and handled with care. Getting that right, from the right tree in the right ecoregion at the right time, is the foundation of good reforestation. New York needs hundreds of thousands of those seeds a year, and a community of people who know how to collect and grow them.

As the Nursery Network Manager, you'll build that community. You'll scout and map collection sites across the state. You'll lead collections from early-spring cottonwood and willow through fall oaks and hickories and bring the seed home to our new Finger Lakes nursery to be cleaned and banked. Just as important, you'll recruit, train and cheer on a network of 100 community seed collectors: retirees, farmers, students, foresters, Master Gardeners, anyone who loves being outside and wants to help grow New York's forests. Along the way, you'll assemble a group of 25 growers that want to help build the network.

The best seed for a New York forest often grows on private land: a hedgerow oak, a farm woodlot, a conservancy preserve. Collecting it starts with a conversation and ends with a signed agreement the landowner feels good about. And a network of community seed collectors grows only if people hear about it, understand it, and can learn the skills. You'll handle both: winning landowner participation, and telling the story that brings new collectors in.

If you're a botanist who'd rather talk to people at a trailhead than sit alone in a lab, this is the job.

What you'll accomplish by January 2028

- Map and register 2,000 potential wild seed collection sites in SeedSource, with the help of the collector network.
- Help collect, clean and bank 300,000 seeds of native New York trees, matched to their ecoregion and seed transfer zone.
- Grow a network of 100 active community collectors and help certify 100 people through our online seed-collecting course.
- Sign seed-access agreements with 25 private/public landowners, each tied to a verified parcel. Secure collection permission on conservancy and land trust preserves.
- Help manage social media and video campaigns that recruit collectors in target regions, from the Finger Lakes to the Southern Tier, Western NY, Lake Ontario and Long Island.
- Run our online seed-collector course end to end (enrollments, progress, grading and certificates) so that the 100 people who complete it are certified.

- Organize 12 in-person workshops statewide, covering venues, sign-ups, materials, sign-in sheets and photos, and co-host them with the Seed Network Lead.
- Build and manage a network of 25 participating growers

What you'll do

- Reach out to landowners, land trusts, conservancies and agencies. Explain the program, answer questions honestly, and guide them through the agreement.
- Keep clean records: agreements, parcel IDs, contacts and follow-ups.
- Help craft short explainer videos, social posts and handouts, or manage the freelancers who make them (we have a video artist on staff).
- Administer the learning platform: enrollments, progress, grading and certificates.
- Line up partners such as Cornell Cooperative Extension, SWCDs and native plant societies to co-host events.
- Scout and map. Find, identify and photo-log mother trees and stands. Record them in our SeedSource mobile app with GPS, phenology and ecoregion data.
- Collect. Plan and run collections for priority species such as Quercus, Carya, Acer, Betula, Populus, Salix, Ulmus, Tilia and Celtis, following sustainable-harvest limits and provenance rules.
- Bring it home. Work with the nursery team on seed cleaning, moisture and viability checks, stratification and cold storage. Keep every seed lot traceable from tree to tray.
- Grow the collection network. Recruit collectors through land trusts, SWCDs, Cornell Cooperative Extension, colleges and native plant groups. Onboard them, visit them in the field, and keep them coming back each season.
- Grow the growing network. Recruit growers (new or existing) by networking through existing organizations that are already aligned or interested in growing trees. Onboard them, facilitate getting them the necessary growing infrastructure, and manage the logistics of sowing, harvesting, packaging, and warehousing (TBD).
- Teach. Help run hands-on workshops and contribute to the online course
- Partner. Work with landowners and our Landowner & Outreach Coordinator on site access and compare notes with peer seed networks.

What you bring

- 2+ years in community outreach, landowner relations, environmental education, extension or a similar role.
- Clear, warm communication in person, on the phone and in writing, and comfort making cold calls and knocking on farmhouse doors.
- Organized follow-through on dozens of conversations at once.
- A degree in botany, plant science, forestry, ecology or a related field, or equivalent field experience.
- At least one full field season of botanical survey, plant inventory or seed collection work.
- Solid identification of Northeast trees and shrubs, including in winter, or the drive to master New York's woody flora quickly.

- Genuine enjoyment of talking with people: leading a walk, explaining why seed source matters, following up with a new volunteer.
- Organization and attention to detail. A mislabeled seed lot is a lost seed lot.
- A valid driver's license, and the ability to work long days outdoors in all weather and carry up to 50 lbs, with or without reasonable accommodation.

Nice to have

- Experience with seed banking or seed handling protocols (for example, Seeds of Success or ENSCONET methods), or nursery propagation.
- GIS or field data app experience.
- Experience with land access agreements, conservation easements or farm programs.
- Experience with an online learning platform (such as Canvas, Moodle or Thinkific).
- Knowledge of New York's rural communities and land trust network.
- Teaching, outreach or volunteer-coordination experience.
- CERP-IT, or interest in pursuing it. We'll support it.

Where this role goes

- This is a new role, and you'll shape it. As the network grows past 2028 (the plan calls for 5,000 sites and 150 collectors), we expect this role to grow into managing the network and a seasonal collection crew

How to Apply

Send three things: 1) your resume, 2) a cover letter describing why you want this job, and why ArcheWild is your next best career move. Send both to **careers@archewild.com**, and 3) complete the **screening questionnaire**.

The questionnaire takes about 45 minutes. Applications missing any of the three are not reviewed. We review applications on a rolling basis and reply to every applicant.

Our process (about 4 weeks): a scored questionnaire; a 30-minute call; a 60-minute conversation with leadership; a 90-minute working session on our real milestone plan; a visit to the nursery hub to meet the team; and references.

About ArcheWild. We have our own R&D group and native plant nursery. For nearly 20 years we've collected seed, grown provenance-tracked native trees and shrubs, and planted them on restoration projects from New England to the mid-Atlantic. We built SeedSource, a supply-chain database that traces every plant from mother tree to planting site. Our clients include The Nature Conservancy, the National Park Service, the U.S. Forest Service, and conservancies and engineering firms across New York. We're a hands-on, science-driven team that holds itself to a high standard and works hard to get things right the first time.

What we offer. Salary range of $55-75k with health and life insurance · ample paid vacation and holidays · performance bonus program · 401(k) · relocation assistance for qualified candidates · company truck or mileage reimbursement for field travel · training and certifications paid by ArcheWild (e.g., pesticide applicator, CERP) · a role in building New York's native tree supply chain from the ground up.

Equal opportunity. ArcheWild is an equal opportunity employer. We consider all qualified applicants regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected characteristic. If you need an accommodation to apply or interview, including completing the questionnaire another way, email **careers@archewild.com**.