California Climate Action Corps Full-Time Fellowship
San Diego Audubon Nature Preserve & Conservation Fellowship
at San Diego Audubon Society

**Program Location:** Target communities - Butte and surrounding North State Counties, Oakland, San Jose, Central Valley, Inland Empire, Los Angeles, San Diego, and tribal communities.

**Position Title:** California Climate Action Corps Full-Time Fellow

**Position Location:** San Diego, California

**Term of Service:** Full-time, September 2022 - August 2023

**Time requirements:** 37-40 hours/week; minimum 1700 hours in an eleven-month term; 5 days a week, regularly includes one weekend day, 8:00 am - 4:30 pm

**About California Climate Action Corps (CCAC)**

California Climate Action Corps is a national service program led by California Volunteers and implemented by Bay Area Community Resources (BACR) dedicated to advancing climate actions that engage community members, cultivate change, and leave a lasting impact.

CCAC is part of a larger statewide initiative to address the climate crisis by placing emerging leaders with local organizations to mobilize community members on direct climate action through education, volunteer engagement, and assessment with projects focused on urban greening, organic waste and edible food recovery, and wildfire resiliency.

Selected Fellows will serve 1700+ hours as AmeriCorps members over approximately eleven months, supporting community climate action, education, or assessment projects in target regions across the state. CCAC meets Californians where they are and provides meaningful opportunities for everyone to take climate action. For more information, please visit:
[https://www.californiavolunteers.ca.gov/about-california-climate-action-corps/](https://www.californiavolunteers.ca.gov/about-california-climate-action-corps/)

**About Host Partner Site:**

The mission of the San Diego Audubon Society is to foster the protection and appreciation of birds, other wildlife, and their habitats, through education and study, and advocate for a cleaner, healthier environment. San Diego Audubon leads the way in fostering knowledge and appreciation of the natural world and seeks to become an even more significant resource for
our communities through our education, environmental recreation, and numerous conservation programs.

**Project Description:**

- San Diego Audubon is seeking two Climate Corps Fellows to assist the resident managers at the Anstine-Audubon Nature Preserve and Silverwood Wildlife Sanctuary with wildfire risk reduction and resilience, native plant restoration and education, and community engagement.
- Fellows will spend 1-2 days a week at our office working on volunteer engagement, research, outreach, and a capstone project and will occasionally work in the field with our conservation department.

**Site Supervisor Name(s):** Kristen Tongue

**Description of duties:**

- Wildfire resilience
- Invasive plant removal: fellows will learn the proper use of the equipment and the techniques to safely remove non-native weeds and overgrowth to prevent the spread of wildfires in the region
- Restore habitat by planting native species in place of non-natives
- Native seed collection for seed libraries
- Promoting the use of native plants
- Assist in creating a fire readiness plan for each of our properties. Specific tasks include:
  - Document fire clearance activities at each property
  - Create a guide for fire clearance activities that include a schedule and supplies needed
  - Assess the plants on each property
  - Determine additional actions that can be taken to increase resiliency
- Community engagement
- Attend outreach events to promote San Diego Audubon's programs and the use of native plants
- Host visitors at our sanctuaries
- Educate sanctuary guests and volunteers about the benefits of native plants for wildlife
- Assist with growing our volunteer base to support our restoration work, sanctuary work parties, and annual events such as Love Your Wetlands Day and Bird Festival
- Create educational materials for distribution at our sanctuaries about fire reduction, the benefits of native plants in home gardens, and the creation of native seed libraries
- Complete a capstone project, to be decided on by Fellows and their supervisors, that will further climate action, education, and/or assessment goals of the organization
Desired qualifications/characteristics:

- Highly motivated
- Demonstrated experience working outdoors to assist in maintaining trails and native plant habitats
- Capacity for occasional physical labor, enjoy working outdoors (sometimes in extreme temperature conditions), and have knowledge in or an interest in learning about local native flora and fauna
- Experience working with landscaping and restoration tools and equipment, including weed whackers, chainsaws, hedges, and hand tools is preferred.
- Physically able and willing to perform all aspects of the job and be able to move materials and equipment weighing over 50 pounds
- Work requires frequent hiking, standing, bending, lifting, carrying, and climbing.
- Research experience, competency in using computers and tablets, and experience with networking and community outreach are also preferred
- Candidates should be hard-working, self-motivated, and able to work in a team setting or individually
- This position will be split between our preserves in Lakeside and Vista, as well as our San Diego Audubon office in Mission Bay, so a valid driver’s license and reliable transportation are required

Benefits of service

California Climate Action Corps Fall Fellows will receive the following benefits during their service term:

- $30,000 living allowance (before taxes) spread evenly over 11 months
- $10,000 combined Segal Education Award and California For All Education Award (upon completion of service)
- SNAP (Food Stamps) - for those eligible
- Forbearance on existing qualifying student loans and payment of interest accrued during service
- Health Plan Benefits
- Child Care Assistance to qualifying Fellows paid to an eligible provider of your choice
- Receive ongoing training and professional development support tailored to the individual's interests
- Opportunity to develop sustainability skills, implement impactful climate change resiliency projects, and build community partnerships
About BACR

As the program implementation lead, Bay Area Community Resources (BACR) is responsible for the member’s (Fellow’s) recruitment and placement at the Host Partner Site listed above. BACR is the employer of record and an equal opportunity employer. We cultivate an environment that encourages fairness, teamwork, and respect among all employees and National Service members. We are firmly committed to maintaining an atmosphere in which people of diverse backgrounds and lifestyles may grow personally and professionally. Therefore, we enthusiastically accept our responsibility to make employment decisions without regard to race, religion or religious creed, color, age, sex, sexual orientation, gender identity, genetic information, national origin, marital status, medical condition, disability, military service, pregnancy, childbirth and related medical conditions, or any other classification protected by federal, state, or local laws or ordinances. Our management team is dedicated to ensuring the fulfillment of this equal opportunity policy with respect to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment advertising, pay, and other forms of compensation, training, and general treatment during employment.