California Climate Action Corps Fellowship

Urban Greening Specialist at Resource Conservation District of Monterey County

POSITION LOCATION: Seaside, CA

TERM OF SERVICE: Full-time; serve 1700+ hours from September 21, 2026 - August 13, 2027

TIME COMMITMENT: Serve 40 hours per week, Monday - Friday, approximately 8AM - 4:30PM. Negotiable half-day off during weekdays to accommodate regular Saturday half-day from 9AM - 1PM. Additional occasional evening and weekend commitments based on project needs. Onsite 5 days per week.

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ABOUT CALIFORNIA CLIMATE ACTION CORPS (CCAC):

California Climate Action Corps (CCAC) is a Governor's initiative national service program led by California Volunteers, Office of the Governor 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 public agencies, nonprofits, tribal communities, and educational institutions to mobilize communities through volunteer engagement, climate action, and education service 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 volunteer engagement, climate action, or education projects in vulnerable communities across the state. CCAC meets Californians where they are and provides meaningful opportunities for everyone to take climate action. For more information, please visit: caclimateactioncorps.org/ (https://www.caclimateactioncorps.org/)

ABOUT HOST PARTNER:

The Resource Conservation District of Monterey County (RCDMC) mission is to conserve and improve our natural resources, integrating the public interest in environmental protection with the needs of agricultural and urban users. The RCD is guided by a Board of Directors, who voluntarily serve and represent a broad spectrum of experience, including farming, ranching, finance, and nonprofit land conservation management. RCDMC staff technical backgrounds include Agronomy, Botany, Civil Engineering, Ecology, Environmental Policy, Landscape Architecture, Plant Sciences, and Soil Science. Staff collaborates across teams and with other organizations to implement the mission. More info: www.rcdmonterey.org (https://www.rcdmonterey.org)

DESCRIPTION OF DUTIES:

The Resource Conservation District of Monterey County (RCDMC) partners with local non-profits to enhance pollinator habitat in urban areas, supporting Seaside's Tree City and Bee City USA designations. RCDMC is seeking Urban Greening Specialists to expand a volunteer network that engages community members in hands-on projects delivering real environmental and climate impact. Fellows will advance native plant habitats for imperiled invertebrates, improve soil health, and strengthen community resilience by fostering neighborhood connections. Daily activities may include establishing and maintaining habitat with volunteers, creating and distributing outreach materials on native plants and pollinators, designing community engagement

initiatives, and collaborating with experts to deliver interactive educational programming. The Monterey County Urban Greening project will plant 1,000+ native trees and plants, expanding urban green space by 100,000 sq. ft. Join us in inspiring active participation in creating and sustaining thriving green spaces. Duties include, but are not limited to:

- Develop high-quality site conditions by improving soil health through berm-and-swale microtopography, stormwater infiltration features (soil sponges), sheet mulching, and the incorporation of compost and amendments based on soil test results.
- Establish and expand native plant habitats in urban public spaces
- Engage and educate community members in climate action and ecological stewardship, including stormwater capture, soil health, natural resource management, and native plant habitats to support healthy and resilient communities within watersheds
- Lead volunteers in planting and habitat-building activities, such as installing plants and irrigation to establish thriving habitats
- Track program data and analyze results to quantify climate impact
- Participation in training not to exceed 20% (340-hours) of total service hours
- Fellow duties will not include any prohibited or unallowable activities per 45 CFR § 2520.65
- Fellow duties will not supplant, duplicate, or displace staff as outlined in 45 CFR § 2540.100 (e)-(f)

MINIMUM QUALIFICATIONS:

- Live in California by August 14, 2026
- Must be age 18 or older by August 14, 2026
- Must possess a high school diploma or equivalent
- Must be a US Citizen, US National, or lawful US resident to participate

PREFERRED QUALIFICATIONS:

Ability to lift up to 30 lbs, and experience in community outreach, composting, diverse outdoor conditions (rain, wind, heat, steep or uneven terrain), edible food recovery, environmental education, environmental justice/equity, habitat restoration, landscape management, marketing & social media, native plant management, project management, public speaking/facilitation, traditional ecological knowledge, tree planting/care, and volunteer management & engagement. Access to a reliable vehicle and must possess a valid driver's license. Fluency in Spanish is a plus. Other valuable contributions include:

- An interest in climate change mitigation, volunteerism, or public service
- Experience with outreach, education, training, or community behavior change
- Fundamental understanding of climate change science, environmental policies in California, and/or environmental priorities
- Excellent organizational, writing, interpersonal, and speaking skills

BENEFITS OF SERVICE:

RCDMC has a highly collaborative and supportive professional culture that is celebrated among our peer organizations. Staff are highly skilled in their areas of expertise and offer broad mentorship and networking opportunities in land and resource management. We value resourcefulness, integrity, and lifelong learning, and will offer many professional development opportunities to Fellows. We will provide mileage reimbursement for use of personal vehicles for service activity-related travel and will actively leverage our networks to assist Fellows in locating affordable local housing options if needed. Other benefits include:

- Receive up to $35,250 stipend (before taxes) distributed evenly over the 11-month service term
- Earn up to $10,000 in education awards (before taxes and upon completion of 1700 hours)
- Participation in 170-340 hours of training and professional development
- Receive $300 in professional development funds
- Receive food assistance via CalFresh (for those eligible)
- Forbearance on existing qualifying student loans and interest payments accrued during the service term
- Minimum essential healthcare coverage
- Childcare assistance (for those eligible)

ABOUT BACR:

As the program implementation lead, Bay Area Community Resources (BACR) oversees the recruitment, placement, payroll, and benefits administration for fellows serving at the Host Partner Site listed above. We cultivate an organizational culture that encourages fairness, teamwork, and respect among all employees and National Service members.

We are firmly committed to fostering an environment where individuals, regardless of their experiences and lifestyles, can thrive personally and professionally. Therefore, we enthusiastically accept our responsibility to make decisions without regard to race, religion or religious creed, color, age, sex, sexual or personal identity, genetic information, national origin, marital standing, medical condition, impairment, military service, pregnancy, childbirth and related medical conditions, or any other classifications protected by law. Our leadership ensures that these principles guide all aspects of the Fellowship experience during a Fellow's term of service.

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