



1029 Fletcher Ave, Suite 100
Indianapolis, IN 46203
www.kibi.org

Keep Indianapolis Beautiful (KIB) is a dynamic nonprofit organization with smart, motivated employees who work hard to make an impact in our community. KIB's vision is a vibrant city, with every neighborhood landscape thriving and well, and its people empowered, mobilized, and devoted toward that vision.

Job Title:	Urban Naturalist
Full-/Part-Time:	Part-time - Hourly
Regular/Temporary:	Temporary - Seasonal
Salary:	\$15/hour

Purpose:

KIB's Urban Naturalist (UN) Program exists as a professional development opportunity for college students with an interest in pursuing future careers in an environmentally related field or industry. The UN Team performs a variety of outdoor work geared towards the improvement of environmental and social conditions within the city of Indianapolis, while also participating in weekly enrichment activities with the purpose of exposing the UN team members to a variety of different environmental careers. The Urban Naturalists function as one of KIB's primary boots-on-the-ground maintenance teams as well as helping accomplish cross-programmatic tasks.

Reports to: Urban Naturalist Coordinator (UNC)

Duties, Functions, and Responsibilities:

This position includes three primary responsibilities: 1) Field Work. 2) Intra-Department Collaboration. 3) Professional Development.

Field Work

- Work as a member of a four-to-six person team of college students in maintaining multiple horticultural projects across the city, including high visibility native landscapes and green stormwater infrastructure, with the goal of naturalizing, preserving, and maintaining healthy urban ecosystems.
- Water, weed, and pick up trash in stormwater planters and rain gardens to maintain functional green infrastructure.
- Maintain and establish healthy native landscapes throughout Indianapolis by watering, weeding, and monitoring for invasive species.
- Restore riparian habitat by removing invasive species from previously unmaintained areas as well as maintaining sites where previous restoration work has occurred. Maintenance will include monitoring as well as treatment of invasive species using a backpack sprayer.
- Perform tree maintenance work on 6-18' tall trees, including structurally pruning and mulching, installing and removing stakes and trunk guards, and collecting accurate monitoring data.

Intra-Department Collaboration

- Participate in collaborative professional development opportunities between the UN team and KIB's

Youth Tree Team high school employees to perform a variety of maintenance tasks together while creating relationships and providing valuable college and career insight to KIB's high school employees.

- Assist with intra-department or organization-wide efforts as needed. This may include helping to lead volunteers with tree planting, habitat restoration, or GreenSpace implementation projects.
- Assist KIB's Community Forestry staff with unloading tree deliveries and perform mulch and tree drop offs as capacity allows.

Professional Development

- Attend and actively participate in education, training, and enrichment opportunities for the UN Team Members.
- Network with a wide array of environmental professionals both virtually and in person.

Job Requirements:

- Willing to learn and perform all basic horticultural maintenance practices.
- Ability to receive both positive and critical feedback.
- Possess a valid Indiana Driver's License.
- Experienced in driving a truck with a trailer, or willing to learn.
- Ability to work outside during all weather conditions.
- Familiar in hand tool and small machinery use, including shovels, wheelbarrows, hand saws, chainsaws, weed whackers, and more.
- Follow work safety practices and appropriate/required PPE use.
- Ability to regularly lift over 40 pounds.
- Ability to walk long distances and withstand physical demands of the job.
- Assist with other KIB programs, including leading projects on the Lilly Global Day of Service, the Great Indy Cleanup, and other large volunteer-corporate days of service events.

Characteristics of a Strong Candidate:

- Interest in gaining knowledge of Indiana native plants and invasive species and motivated in working outdoors.
- Passion for learning and helping others to do the same.
- Ability to use good judgment in decisions that help the health and safety of the team.

Additional Attributes of Strong Candidates:

Exhibit KIB's Cultural Values of *Teamwork, Responsibility, Excellence, Openness, Balance, and Joy.*

Education and/or equivalent experience:

Applicants must be currently enrolled in a university or be recent/upcoming graduates and possess an interest in environmental topics and willingness to engage with the community.

KIB helps people and nature thrive most effectively when we reflect the diversity of perspectives, voices, and abilities found throughout our city. The principles of diversity, equity, and inclusion are essential to our work, from supporting biodiversity in nature to engaging communities. KIB is an equal opportunity employer that encourages applicants, including persons of color, people who are LGBTQ, veterans, people who are multilingual or multicultural, and individuals of various ages and abilities to help us create a team with a broad range of backgrounds and thinking.