



...helping people restore the earth

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3791 N US Hwy 377 Junction, Texas 76849 800.728.4043 fax 800.728.3943

Assistant Farm Team Leader

location: Junction, Texas

Native American Seed (NAS) is a Texas-based, family-owned company passionately driven by our mission... *helping people restore the earth.*

Established in 1988, NAS produces, gathers, cleans, markets, and distributes high-quality native wildflower and grass seeds, complemented with ecological restoration services. We are seeking a values-aligned Assistant Farm Team Leader to support field operations, restoration efforts, and seed production workflows. This role provides essential leadership for daily tasks while ensuring that the integrity of our mission and the vitality of our land remain central to all decision-making.

Knowledge, Skills, & Attributes

- Demonstrates exceptional work ethic, reliability, attention to detail, and loves to produce
- Strong leadership and communication skills with a collaborative mindset
- At ease operating agricultural equipment including tractors, mowers, seed harvesters, and irrigation eqpt
- Familiarity with Texas native plants, seed harvesting cycles, and land stewardship principles
- Ability to prioritize, delegate, and adapt quickly in dynamic outdoor environments
- Skilled in organizing team activities across planting, harvesting, irrigation, and restoration
- Willing to learn and contribute across departments, including seed cleaning, eco-tourism and facility maint.
- Basic knowledge of tools, equipment safety protocols, and maintenance coordination
- Aligns all actions with NAS core values: Vitality, Collaboration, Growth, Wisdom, and Stewardship
- Self-directed with strong decision-making and logistical planning abilities
- Clear and timely communication across field and leadership teams
- Passion for ecological restoration and the power of native seeds

Responsibilities

- Assist with planning and execution of daily and seasonal farm tasks
- Coordinate with leadership to set priorities for planting, harvesting, irrigation, and restoration
- Supervise and participate in equipment operation, routine maintenance, and safe usage
- Support training and onboarding for seasonal staff
- Manage fieldwork documentation, task lists, and production progress tracking
- Maintain organized, efficient workspaces and uphold stewardship standards across all operations
- Aid in restoration site preparation and ecological best practices
- Participate in seed collection and post-harvest handling
- Facilitate communication between farm, warehouse, and leadership teams to ensure alignment
- Identify opportunities for operational improvement and contribute to SOP refinement and documentation
- Support mission-aligned outreach efforts, farm tours, and educational demonstrations
- Role focuses on operating equip. to support restoration and agriculture, with minimal maintenance required

Experience & Qualifications

- 2+ years of hands-on agricultural or land management experience
- Fluent in English and Spanish (bilingual required)
- Familiarity with ecological restoration practices and native plant cultivation preferred
- Experience operating and maintaining farm equipment and tools
- Strong logistical and team leadership capabilities
- Basic computer skills for tracking tasks, schedules, and communications
- Valid driver's license required; CDL a plus
- Bach. degree in Ag, Env. Science, Horticulture, Rangeland Mgmt., related field, or equivalent experience

If this opportunity resonates with your creative spirit and commitment to ecological stewardship, we'd love to hear from you.

Please send your résumé and a brief cover letter describing how Native American Seed's core values—Vitality, Collaboration, Growth, Wisdom, and Stewardship—align with your own. No phone calls about this opportunity, please. Send all materials to myfuture@seedsource.com with “Assistant Farm Team Leader Job Application” in the subject line. We look forward to learning how your talents can help us restore native landscapes.