



...helping people restore the earth

www.seedsource.com solutions for eco-logical land management

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Facilities & Equipment Maintenance Technician

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 versatile, dependable, and solutions-oriented Facilities & Equipment Maintenance Technician to ensure our workspaces, tools, and operational systems remain safe, efficient, and mission-ready. This hands-on role supports both preventative upkeep and responsive troubleshooting across the farm, warehouse, and office environments.

Knowledge, Skills, & Attributes

- Reliable, detail-oriented, and committed to doing the job right the first time
- Commitment to safety, cleanliness, and maintaining pride in shared workspaces
- Demonstrated knowledge of building systems, tools, and mechanical fundamentals
- Experience maintaining farm equipment, small engines, plumbing, electrical, and general infrastructure
- Familiarity with routine diagnostics, repairs, and replacement procedures
- Comfortable working independently *and* in coordination with operations teams
- Skilled in identifying problems, proposing thoughtful solutions, and documenting repairs
- Basic computer proficiency for inventory, communication, and schedule management
- Willingness to assist other departments when needed and adapt to shifting priorities
- Aligns all actions with NAS core values: Vitality, Collaboration, Growth, Wisdom, and Stewardship
- Passion for ecological restoration and supporting a values-driven team

Responsibilities

- Maintain and repair building infrastructure including plumbing, electrical, HVAC, and rainwater systems
- Perform basic diagnostics and upkeep for seed-cleaning equipment, tractors, mowers, and small engines
- Conduct regular inspections of facilities to identify maintenance needs or safety concerns
- Respond promptly to breakdowns or outages across farm, warehouse, and office areas
- Monitor equipment performance and support documentation of service schedules
- Maintain workshop tools, hardware supplies, and spare parts inventory
- Collaborate with leadership to prioritize seasonal repairs and operational improvements
- Support setup and teardown for restoration projects, seed harvests, and community events
- Ensure all maintenance activities reflect stewardship of land, tools, and shared spaces
- Develop and refine SOPs related to facility upkeep and tool usage
- Assist in vendor coordination for specialized repairs or installations
- Contribute to a respectful, communicative team culture that values quality and shared responsibility

Experience & Qualifications

- 3+ years of hands-on experience in building, facility, or equipment maintenance
- Working knowledge of electrical, plumbing, and mechanical systems
- Experience with agricultural machinery and small engine repair preferred
- Comfortable using hand tools, power tools, and diagnostic equipment
- Ability to read and follow maintenance manuals and safety guidelines
- Valid driver's license required; CDL a plus
- Technical certification or vocational training a plus
- Bilingual a plus (Spanish/English)

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 "Facilities & Equipment Maintenance Technician Job Application" in the subject line. We look forward to learning how your talents can help us restore native landscapes.