



...helping people restore the earth

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

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Mechanic/Equipment Operations 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 dependable, organized, and mechanically skilled individual to oversee the maintenance and operation of diverse agricultural mechanical equipment. This role ensures optimal functionality and longevity of machinery essential to our restoration work and daily operations.

Knowledge, Skills, & Attributes

- Upholds unwavering ethical standards in all practices
- Strong mechanical aptitude with a clear understanding of electrical, hydraulic, and fuel systems
- Experienced in ag equipment, tractors, combines, seed harvesters, 2-cycle engines, and 18-wheelers
- Welding and fabrication experience preferred, with ability to modify equipment for custom use
- Proven organizational skills to manage preventive maint. schedules, svc. records, and parts inventories
- Ability to interpret technical manuals and apply manufacturer recommendations
- Collaborative mindset with clear communication across operational and leadership teams
- Basic computer proficiency for email, inventory tracking, and vendor coordination
- Bilingual (Spanish / English) and CDL license a plus
- Aligns all actions with NAS core values: Vitality, Collaboration, Growth, Wisdom, and Stewardship
- Passion for native plants, conservation, and ecological restoration

Responsibilities

- Emphasize safety and NAS values
- Lead preventative maintenance and repairs across all equipment systems
- Monitor and maintain essentials—fluids, filters, belts, chains, hydraulics, batteries, electrical, and tires
- Perform welding and fabrication for repairs and operational improvements
- Track and record all service activity to support SOP development and operational forecasting
- Research, order, and install parts and upgrades as needed
- Support operation of equipment during harvest, seed cleaning, restoration, and other farm activities
- Coordinate with cross-departmental leaders to align equipment usage with seasonal goals and priorities
- Maintain organized equipment facilities that reflect pride in stewardship and operational excellence
- Identify equipment bottlenecks and contribute to long-term improvement strategies
- Support development of training tools for new team members

Experience & Qualifications

- 3+ years of professional experience in agricultural mechanics or related field
- Proven track record of maintaining and operating diverse farm equipment
- Familiarity with mechanical systems across agricultural, industrial, or transportation sectors
- Welding, fabrication, and irrigation experience highly beneficial
- Bach. degree or technical certification in Ag Mech, Engineering, related discipline, or equivalent experience
- Experience managing vendor relationships and tracking service schedules

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 “Mechanic / Equipment Operations Team Leader Job Application” in the subject line. We look forward to learning how your talents can help us restore native landscapes.