



www.IPCI.life

Indigenous Peyote Conservation Initiative

Nursery Associate Position Open

Applications accepted until September 30th or until position filled

Part-Time - 20hrs a week (.5fte)

IPCI's mission is empowering Indigenous communities to conserve, regenerate, and reconnect to our sacred Peyote medicine for spiritual use for generations to come.

We promote the health, wellbeing, and cultural revitalization of Native communities through reconnection to, sovereign use, and sustainability of the sacred Peyote and the lands on which it grows.

We are seeking a reliable, experienced, and grounded Nursery Associate to play a critical role in the regeneration of the South Texas Peyote habitat. This role will support and manage the ongoing development and stewardship of our culturally designed nursery.

Position Summary

The Nursery Associate will support the ongoing development, operation, planning, and stewardship of IPCI's registered conservation nursery for Peyote conservation and habitat regeneration in South Texas.

Working closely with IPCI staff, community, and conservation partners, this position is responsible for ensuring and developing the nursery, plant care, and transplanting processes while also participating in long-term conservation planning, ecological learning, citizen science, and community education.

The Nursery Associate will help develop and refine best practices for seedling care, nursery infrastructure, acclimatization, habitat restoration support, and related conservation initiatives. The role may involve shade-house systems, irrigation management, data tracking, environmental monitoring, field support, and

coordination with conservation staff, volunteers, and community partners.

This is a half-time position of 20 hours per week (.5fte). Lodging in South Texas is included as part of the position when onsite. The role includes both indoor and outdoor work and may occasionally involve travel to conservation or restoration sites.

Key Responsibilities

- Manage day-to-day nursery operations and plant care
- Support and monitor watering schedules, soil conditions,, transplanting, acclimatization, and ongoing health of nursery plants
- Prepare soil mixes, trays, pots, and planting infrastructure
- Support ongoing design and improvement of nursery systems and infrastructure
- Develop, maintain, and document nursery protocols and operational procedures
- Help assess and improve long-term nursery efficiency, resilience, and scalability
- Learn and implement emerging best practices related to peyote regeneration
- Support pilot projects, ecological observation, and citizen science
- Track outcomes and maintain organized records related to growth, survival, acclimatization, and restoration efforts
- Participate in ongoing learning around habitat regeneration and conservation methodologies
- Support educational visits, volunteer days, trainings, or community programming when needed
- Assist with preparation for gatherings, workshops, or conservation events
- Help maintain a respectful, collaborative, and mission-aligned work environment
- Support respectful and culturally grounded stewardship practices connected to IPCI's mission

Desired Qualifications

- Experience with plant care, nurseries, native plant restoration, horticulture, farming, or ecological stewardship
- Experience with cactus growing and health in wild and nursery environments.
- Interest in desert plants, ethnobotany, conservation biology, habitat restoration, or regenerative land stewardship
- Strong organizational skills and attention to detail
- Ability to work independently and manage ongoing operational responsibilities
- Comfort working outdoors and performing physical tasks in the varying environmental conditions of South Texas
- Ability to track information, observe patterns, and maintain organized systems
- Experience with spreadsheets, inventory systems, or environmental monitoring is helpful

- Familiarity with Indigenous-led, conservation, or spiritually grounded organizations is valued

Personal Qualities

- Reliable and steady
- Observant and detail-oriented
- Curious and willing to learn
- Respectful and collaborative
- Comfortable working in evolving nonprofit and conservation environments
- Able to approach ecological and cultural work with humility, patience, and care
- We strongly encourage Native American, First Nations, and other Indigenous candidates to apply.
- Comfortable working in a DEA-licensed project

Benefits and Compensation

- Starting salary depending on experience
- Free housing - if located in S. Texas
- Two weeks paid vacation and two weeks paid winter break

To Apply

- A resume
- A brief cover letter describing your interest and relevant experience
- Optional: examples of nursery, ecological, conservation, or land-based work

Applications can be sent to futures@ipci.life.