



KAULUAKALANA

Navigating Towards a Hopeful Future

‘Āina Restoration Technician

Status: Full-time, non-exempt position

Reports To: ‘Āina Education Coordinator

Work Days: 5 days per week, primarily falling between Monday-Saturday, 7:00am-3:30pm

Work Hours: 40 hours/week

Starting Pay Scale: \$18 - 20 per hour, commensurate with qualifications and experience

Benefits: Medical, dental, retirement, paid family leave, paid time off, and holiday pay

About Kauluakalana

Kauluakalana is a community-based, non-profit 501(c)(3) organization whose mission is to restore and grow healthy relationships between people and place through the aloha ‘āina (land-loving) practices of retelling our Kailua-specific stories, replanting and eating our ancestral foods, and caring for the sacred sites, lands, and waters of our beloved ahupua‘a of Kailua. We are committed to ‘āina education and restoration for the purposes of cultural revitalization, community regeneration, identity reclamation, and the renewal of kuleana (responsibility) in Kailua, O‘ahu. With a restored Ulupō and Kawainui at its piko, we envision our ahupua‘a of Kailua lashed together by a braid of ‘āina, kanaka, and culture, forming an enduring bond that generates balance and abundance for our community.

Position Impact on the Organization

The ‘Āina Restoration Technician assists and supports the Ulupō Site Coordinator (USC) in planning, coordinating, and implementing ‘āina restoration activities primarily at Ulupō but also including Manu and any future sites to be cared for by Kaulu. ‘Āina restoration is core to Kauluakalana’s mission to transform land in Kailua back to spaces that feed our community and build healthy, reciprocal relationships between kanaka and ‘āina. This position helps the organization fulfill its mission and contributes to social change in the community including cultural revitalization, community regeneration, identity reclamation and renewal of kuleana.

Position Duties & Responsibilities

The ‘Āina Restoration Technician is responsible for assisting with and implementing various natural and cultural resource management projects, including cultivation, maintenance, monitoring, and supporting groups participating in onsite educational activities. The ‘Āina Restoration Technician is accountable for executing restoration activities and tracking and documenting these activities to share with stakeholders.

Specific duties and responsibilities include:

- Remove invasive species
- Plant and cultivate native species

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info@kauluakalana.org



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- Cultivate kalo and other culturally significant food crops
- Assist with soil and water management
- Ensure proper, respectful stewardship of culturally significant sites
- Execute regular site maintenance activities such as mowing, weed-whacking, and trash removal
- Assist in tracking and documenting restoration activities as needed to support progress toward Kauluakalana's mission and goals and grant/contract objectives, including photo and video evidence
- Assist in researching, developing, and implementing scientific inquiries in order to collect and analyze data leading to improved health and management of the natural and cultural resources for which Kaulu is responsible for stewarding
- Collaborate with the 'Āina Education team to support the safe implementation of various 'āina education activities, such as hosting Second Saturday community workdays, school field trips, work-based learning internships, professional development days, cross-cultural exchanges, volunteer service learning days, and other events as needed.
- Under the direction and supervision of the ED and USC, serve as an on-the-ground kia'i (guardian, protector) for Ulupō, Manu, and any future sites to be cared for by Kaulu, providing a physical presence on-site in order to guard against illegal and problematic activities impacting the safety and security of 'āina, its natural and cultural resources as well as its staff, learners, and community volunteers.
- Other duties as assigned.

Position Requirements / Qualifications

Minimum Qualifications

- Comfortable working in a small, dynamic organization with evolving needs and growing staff.
- Strong work ethic and dedication to 'āina restoration
- Able to work as part of a team with strong collaboration and communication skills
- Able to reliably manage multiple priorities in a dynamic and collaborative work environment
- Desire to support Ulupō Site Coordinator (USC) and the Kauluakalana team as critical member, bringing energy and passion to the work
- Working knowledge of Hawaiian language and cultural practices with a willingness to continue their language and cultural learning
- Committed to their own education and being a lifelong learner
- Able to work on 'āina, in the lo'i, and in deep water (be able to swim)
- Ability to effectively transmit information to site visitors and program participants to ensure safety and respect for sacred lands

Desirable Qualifications

- Bachelor's Degree or equivalent work experience in related field (e.g., Natural Resource Management, Agriculture, Hawaiian Language, Hawaiian Studies)
- Previous experience in on-the-ground, 'āina restoration
- High level of Hawaiian language proficiency and cultural experience

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Conditions of Hire

- All applicants for employment will be subject to a post-conditional offer background check and Test for Tuberculosis (TB)
- All Kauluakalana staff and interns are required to receive and complete a full COVID-19 vaccination protocol.¹
- Must have a valid driver's license.
- Must be able to remain current on First Aid/CPR and administer as needed (can complete certification during initial weeks of hire if needed).

To Apply:

Please send your resume including a list of references with contact information and a cover letter sharing why you are interested in this role and how your experience makes you an ideal candidate for this position (speak directly to position requirements/qualifications). Resumes and cover letters should be sent to Kaleo Wong at kaleo@kauluakalana.org.

Closing Date: Position will remain open until filled.

¹ They may provide and Kauluakalana may approve a medical or religious exemption. More information available in Kauluakalana's Employee Handbook.

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