



# KAULUAKALANA

*Navigating Towards a Hopeful Future*

## **‘Āina Restoration Technician (Makali‘i)**

Status: Full-time, non-exempt position

Reports To: ‘Āina Restoration Coordinator (Makali‘i)

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

Work Hours: 40 hours/week

Starting Pay Scale: \$20 - \$24 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 ‘Āina 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**

‘Āina Restoration is core to Kauluakalana’s mission and goal to transform land in Kailua back to spaces that feed our community and build healthy, reciprocal relationships between kanaka and ‘āina. Our restoration work spans key wahi pana in Kailua, including Ulupō, Kawainui, and our newest kuleana, the ‘ili ‘āina of Makali‘i. The ‘Āina Restoration Technician (Makali‘i) assists and supports the ‘Āina Restoration Coordinator (Makali‘i) in planning, coordinating, and implementing ‘āina restoration activities primarily at Makali‘i but also supports the work of the ‘Āina Restoration team at Ulupō and Kawainui as well as any future sites to be cared for by Kaulu. At Makali‘i, these activities focus on revitalizing native ecosystems and waterways, implementing agriculture and agroforestry, reviving land- and water-based cultural practices, and cultivating a space that fosters community resurgence and regeneration.

### **Position Duties & Responsibilities**

The ‘Āina Restoration Technician (Makali‘i) 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 technician is accountable for executing restoration activities and tracking and documenting these activities to share with stakeholders. The ‘Āina Restoration Technician (Makali‘i) will engage in agroforestry practices that integrate native and culturally significant plants into reforestation and restoration efforts. This includes assisting with

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the planning, planting, and maintenance of trees and shrubs in a manner that promotes biodiversity and aligns with traditional Hawaiian agricultural techniques. Specific responsibilities related to agroforestry include:

- Participate in the implementation of agroforestry systems that enhance soil health, water retention, and crop diversity.
- Plant and cultivate native trees, shrubs, and other plants essential to the ecosystem and cultural practices.
- Assist with the sustainable management of resources, including pruning and harvesting when necessary, ensuring that agroforestry practices support the long-term health of the land.

In addition to agroforestry responsibilities, the technician will also be required to operate various power tools as part of site maintenance and restoration efforts. Responsibilities regarding power tool use include:

- Safely operating power tools such as weed-whackers, chainsaws, chippers, and mowers for tasks like removing invasive plants, cutting fallen branches, trimming, and other necessary vegetation management.
- Ensuring proper maintenance of power tools to prevent accidents and ensure efficiency.
- Adhering to all safety protocols, including the use of personal protective equipment (PPE), and ensuring that team members or volunteers also follow safety procedures when working with power tools or heavy machinery.

## **Additional Duties & Responsibilities:**

- Remove invasive species.
- Plant and cultivate native species.
- Cultivate kalo and other culturally significant food crops.
- Assist with soil and water management.
- Participate in proper and 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.
- Assist in researching, developing, and implementing scientific inquiries to collect and analyze data, leading to improved health and management of the natural and cultural resources Kauluakalana is responsible for stewarding.
- Collaborate with the 'Āina Education team to support the safe implementation of various 'āina education activities, such as hosting 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 'Āina Restoration Coordinator (Makali'i), serve as an on-the-ground kia'i (guardian, protector) for Makali'i providing a physical presence on-site to guard against illegal and problematic activities impacting the safety and security of 'āina, its natural and cultural resources, as well as staff, learners, and community volunteers.

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- 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.
- Able to support the ‘Āina Restoration Coordinator (Makali‘i) and the Kauluakalana team as a critical member, bringing energy and passion to the work.
- Working knowledge of Hawaiian language and cultural practices, with a willingness to continue language and cultural learning.
- Committed to personal education and being a lifelong learner.
- Able to work on ‘āina, in the lo‘i, and in deep water (must be able to swim).
- Able to operate power tools such as chainsaws, weed-whackers, chippers, mowers, and other tools as needed.
- Ability to effectively communicate 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 a related field (e.g., Natural Resource Management, Agriculture, Hawaiian Language, Hawaiian Studies).
- Previous experience in on-the-ground ‘āina restoration.
- Advanced proficiency in operating power tools such as chainsaws, weed-whackers, chippers, mowers, and other tools as needed.
- High level of Hawaiian language proficiency and cultural experience.

## **Conditions of Hire:**

- All applicants for employment will be subject to a post-conditional offer background check and a Test for Tuberculosis (TB).
- 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 the 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 [jobs@kauluakalana.org](mailto:jobs@kauluakalana.org).

**Closing Date:** Position will remain open until filled.

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