

Salary Grade: 3**Posting range: \$49,600-\$55,900 (\$23.85-\$26.88)****Position Location**

12001 Sunrise Valley Drive, Reston, VA 20191

This is an on-site position at our Reston headquarters, Walker Nature Center, and Central Services Facility.

Position Overview

Are you passionate about making a difference in the community? At Reston Association (RA), we're committed to enhancing the quality of life for Reston residents through outstanding programs, exceptional services, and dedicated stewardship of the community's natural and recreational resources. As the community's steward, RA is responsible for maintaining the quality of life in Reston, chiefly by caring for and administering the community's most precious asset - its real property.

At RA, our people are at the heart of everything we do—and so is our commitment to preserving and enhancing Reston's natural spaces. We are seeking an **Environmental Resources Specialist** to join our team and support the stewardship of Reston's parklands, community gardens, and natural habitats.

This role is responsible for the day-to-day management of our community garden program and for performing hands-on habitat restoration and natural area maintenance throughout Reston's parklands. Working under the general supervision of the Environmental Resources Supervisor, this position plays a key role in balancing ecological integrity with community use and engagement.

The Environmental Resources Specialist also provides leadership to seasonal staff and collaborates across departments to support environmental initiatives, volunteer programs, and operational needs.

What You'll Bring

- *Bachelor's degree in environmental science, horticulture, botany, earth systems, or a related field.*
- *Two years of relevant experience in environmental management, horticulture, or natural area maintenance.*
- *Knowledge of native and invasive plant species in Northern Virginia and basic ecological principles.*
- *Experience managing community garden programs, habitat restoration, and natural area maintenance.*
- *Ability to perform physical outdoor work and operate landscaping and grounds equipment.*
- *Proficiency in ArcGIS and Microsoft Office applications.*
- *Strong communication and interpersonal skills, with the ability to engage residents and volunteers.*
- *Demonstrated ability to work independently, organize work, and manage multiple priorities.*
- *Registered Technician Pesticide Certification, or ability to obtain within six months.*
- *Experience supervising or leading staff, preferred.*
- *Experience with or familiarity operating equipment such as wood chippers, tillers, small tractors and dump-bed trucks.*

What You Can Expect From Reston Association

At RA, we are leading the model community where all can Live, Work, Play and Get Involved, and we strive to preserve and enhance the Reston community through outstanding leadership, service and stewardship of our resources. Our Core Values of Service, Collaboration, Stewardship, Innovation and Leadership guide everything we



do, and we are proud to provide a workplace in which everyone is treated as an individual with dignity and respect, encourages creativity, and always endeavors to provide an atmosphere that exceeds member expectations and engages collaboration and communication.

If you are passionate about a workplace that is dedicated to the preservation of natural resources and advancing community while at the same time creating a collaborative workplace, we want to hear from you.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, or state as an individual with a disability.

Compensation

At RA, base salary serves as just one element of our comprehensive total rewards package. The salary range provided reflects the full scope of potential base compensation, but factors such as relevant experience, skills, and qualifications will play a crucial role in determining the final offer.

In addition to a competitive base salary, we offer an extensive array of benefits designed to support your overall well-being.

Our offerings include:

- Medical, dental, and vision insurance
- Medical and Dependent Care FSA
- Employer paid life insurance
- Employer paid short-term and long-term disability coverage
- A 401(k)-retirement plan with company match
- Generous paid time off and federal holidays
- Employee Assistance Program (EAP)
- Optional Legal Resources, Critical Illness, and Accident insurance
- Free recreation passes for seasonal employees and their dependents
- Discounted fees for all Recreation Programs and Camp Programs
- Discounts in the RA Tennis and Pickleball Pro Shop
- Free electric car charging on-site

We are dedicated to promoting a welcoming and rewarding workplace where all employees can thrive and feel valued. Your growth and success are important to us, and we strive to provide the resources and support necessary for you to achieve your personal and professional goals.

Reston Association is committed to maintaining a secure and transparent recruitment experience. As part of our standard hiring practices, all communication with applicants is conducted exclusively through official ADP email messages. Reston Association does not use text messaging, social media direct messages, or calls from

unidentified numbers to schedule interviews or request personal information. If you receive a message that appears inconsistent with these guidelines, or if you would like to verify the legitimacy of any communication, please contact: Devon Mangual, HR Coordinator, dmangual@reston.org.

Job Ad Questions:

Knockout –

- 1. Do you have a bachelor's degree in environmental science, horticulture, botany, earth systems, or a closely related field?**
 Yes No
- 2. Do you have at least two years of relevant experience in environmental management, horticulture, habitat restoration, or natural area maintenance?**
 Yes No
- 3. Are you willing and able to perform regular outdoor work in varying weather conditions and lift up to 80 pounds?**
 Yes No
- 4. Are you able to work occasional weekends as required by the role?**
 Yes No
- 5. Do you currently hold a Registered Technician Pesticide Certification, or are you able to obtain one within six months of hire?**
 Yes No

Non-Knockout –

- 1. Do you have experience supervising staff or leading seasonal employees or volunteers?**
 Yes No
- 2. Please briefly describe your experience identifying native and invasive plant species in Northern Virginia or a similar region.**
(Short answer)