



HAWAII AGRICULTURE RESEARCH CENTER

94-340 Kunia Rd, Waipahu, HI 96797

Ph: 808-621-1350/ Fax: 808-621-1399

www.harc-hspa.com

email resume to fchow@harc-hspa.com

Job Title: Forestry Nursery Specialist

Company Name: Hawaii Agriculture Research Center

Location: Maunawili Breeding Station, Kailua HI

Job Type: Full-Time

Mission:

The Hawaii Agriculture Research Center (HARC) supports a viable agricultural sector by researching and applying relevant science and technology to achieve practical solutions and identify new agricultural opportunities.

About Us:

Hawaii Agriculture Research Center is a private non-profit agricultural research organization. Serving Hawaii's agricultural sector for more than 125 years, HARC is committed to crop improvement through research and technology transfer. In addition to a state-of-the-art laboratory, the organization manages two ecologically distinct experimental research farms located on the island of Oahu in Hawaii.

Employee Benefits:

HARC offers generous benefits for employees including:

Medical Plan

Dental Plan (100% employer paid)

Sick Leave (starts at 10 days per year)

Vacation Leave (eligible for 15 days per year)

Funeral Leave

Paid Holidays

401K Plan (HARC offers 3% company contributions plus a 1% match of employee contributions)

Flexible Spending Plan

Group Life Insurance

Long Term Disability Insurance

Job Overview:

The Forestry Nursery Specialist works under the direction of the Sr. Forester, and plays a critical role working with the forestry team to produce high-quality seedlings for reforestation, restoration, and commercial planting programs for HARC Forestry Program. This position ensures operational excellence across all nursery functions, first and foremost for forestry needs, and potentially for other projects and crops—ranging from seed collection, seed handling and germination to



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irrigation, fertilization, pest management, and final seedling delivery and field establishment—while maintaining rigorous safety and quality standards.

Key Duties and Responsibilities:

Seedling and Cutting Propagation and Nursery Operations for Forestry

- Operate and maintain nursery facilities for the propagation of native tree seedlings within forestry program.
- Manage the automatic irrigation system, including injector stations, and digital controllers to optimize water use efficiency and seedling health.
- Prepare soil mixtures, sow seeds, and manage watering, fertilization, and pest control in greenhouse and outdoor nursery environments.
- Monitor seedling growth, conduct grading and selection, and implement hardening-off procedures to prepare stock for out planting.
- Record and analyze nursery production data, ensuring quality standards and timely delivery of planting stock.
- Apply integrated pest management (IPM) strategies to minimize disease and pest impacts in nursery settings.
- Oversee weed control protocols through mechanical weeding, herbicide application, and hand weeding to minimize competition and maximize seedling vigor.
- Implement crop nutrition programs by recommending and applying fertilizers, monitoring soil nutrient levels, and adjusting practices based on seedling growth metrics.
- Inspect seedlings and seed grow-out area for signs of damage, disease, or insect infestation; maintain genetic integrity through accurate labeling and inventory control.
- Maintain detailed records on tree seed and seedlings inventory, irrigation, fertilization, and chemical applications to support traceability and compliance.
- Adherence to safety protocols and standard operating procedures.

Disease and Pest Monitoring and Management

- Identify and monitor common forest diseases (e.g., Koa Wilt, Ohia Rust, and RODS) and pest infestations (e.g., beetles, black twig borer).
- Collect samples for laboratory analysis and assist in diagnosing biotic and abiotic disease symptoms.
- Implement control measures, including sanitation, chemical treatments, and biological controls, in accordance with integrated pest management protocols. Maintain records of pest and disease occurrences, treatments, and outcomes for reporting and compliance.
- Inform staff and stakeholders on disease prevention, best management practices for nursery, and regulatory requirements.
- Administer the operational disease screening program for Acacia koa including virulent isolate management, seedling challenge trials.



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- Participate in research plots, field trials and native tree seed orchards under direction of Senior Forester, or others on the Forestry Team.
- Assist with seed collection and processing, tracking nursery data, growth performance and screening trial data.

Seed Collection and Genetic Considerations

- Participate in seed collection activities, targeting genetically diverse populations and appropriate seed zones, as needed by direction of Sr. Forestry.
- Participate in preliminary site assessments to confirm species identification, estimate seed production, and seed collection, and directed by Sr. Forester.
- Apply best practices for seed handling, cleaning, drying, and storage to maintain viability and traceability.
- Document seed source information, including location, phenology, and genetic attributes, for compliance and restoration planning.

Other duties as assigned

Physical Demands & Working Conditions:

- Heavy work requiring lifting up to 40–100 pounds; frequent bending, stooping, crouching, reaching, pushing, and pulling.
- Exposure to indoor and outdoor environments—noise, vibration, dust, fumes, and varying temperatures.
- Mandatory use of personal protective equipment and adherence to safety training and hazard protocols.
- Work extended hours as required, including weekends and holidays, in all weather conditions to meet production schedules and respond to critical maintenance needs.

Qualifications:

Required:

- Bachelor's degree in Forestry, Agriculture, Plant pathology, or Horticulture, or related field
- 2+ years in nursery operations
- Familiarity with nursery management systems for monitoring seedling growth
- Understanding of irrigation systems and management
- Valid driver's license
- Excellent organizational and time-management skills.
- Effective communication and interpersonal skills.
- Ability to work independently and collaboratively in a team environment.

Preferred:



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- Master's degree in Forestry or related field
- 5+ years growing native Hawaiian Forest tree seedlings operating & maintaining nursery equipment,
- Pesticide applicator certification
- Experience collaborating on multi-site research projects and, or forest health initiatives.
- Ability to maintain accurate and organized data records
- Computer skills
- Familiar with GIS and GPS systems
- Microsoft products, including MS365
- Presentation and communication skills

Start Date: Immediately

Pay Range: \$55,000-\$65,000 annually depending on experience

Hawaii Agriculture Research Center is an Equal Opportunity Employer. We are committed to diversity, equity and inclusion and do not discriminate based on race, age, disability or other non-metric characteristics.