



Dear Prospective Stewardship Field Lead,

Big Sur Land Trust is seeking a highly motivated and experienced Stewardship Field Lead to join our team in preserving and protecting our local lands. As the Field Lead, you will be responsible for leading on the ground implementation of our stewardship projects, working closely with a team of dedicated and passionate individuals.

In this role, you will be responsible for overseeing and implementing a variety of projects, ranging from restoration and management of natural resources to the maintenance and improvement of our infrastructure and access systems. You will be a crucial leader in ensuring that all projects are completed on time, within budget, and in line with our conservation goals.

You will be working closely with the Stewardship team to design and implement projects, develop budgets, and manage resources. Additionally, you will be responsible for coordinating with our Preserve Managers, providing guidance and support to ensure that all projects are completed safely and efficiently.

Strong communication, leadership, and project management skills are essential for success in this role. You should have experience working in a field environment and be familiar with the tools and equipment used in conservation work.

At Big Sur Land Trust, we value diversity, equity, and inclusion and strive to create a positive team environment where all team members feel comfortable expressing their views and opinions. Our focus is on employee satisfaction, engagement, and fostering a culture of trust, respect, and inclusiveness.

To apply for the Stewardship Field Lead position, please send your resume, cover letter, and at least three references to [employment@bigsurlandtrust.org](mailto:employment@bigsurlandtrust.org). In your cover letter, please answer the following questions:

1. Why are you interested in this position?
2. What is your experience in leading and managing teams?
3. What is your experience in planning and executing conservation projects?

We look forward to reviewing your application and potentially welcoming you to the Big Sur Land Trust team!

Sincerely,

A handwritten signature in black ink that reads 'Patrick Riparetti'.

Patrick Riparetti, Director of Stewardship



## Big Sur Land Trust is hiring a new Stewardship Field Lead

(Posted 3/20/2023)

BSLT is hiring a full-time Stewardship Field Lead to join our team. This position is primarily field-based and plays a critical role in overseeing and executing on-the-ground projects for all aspects of stewardship program, including infrastructure and access projects and natural resource management. The ideal candidate will have relevant stewardship field experience and possess excellent leadership and organizational skills. Candidates that have a passion for working outside and are excited about the opportunity to work for an organization committed to conservation are encouraged to apply.

BSLT is a non-profit organization that focuses on conserving and caring for landscapes throughout Monterey County while pursuing opportunities to combine conservation and community participation for increased regional vitality, economic prosperity, and social equity. We see a future where natural landscapes, working lands, urban open spaces and healthy communities are cared for by people who share a love of nature and a deep appreciation for the richness of their diverse cultures. We are committed to a supportive, respectful, and inclusive work environment. People with diverse backgrounds and experience are strongly encouraged to apply.

The stewardship team manages over 4,500 acres of land holdings, including old growth redwood and madrone forests, coastal chaparral/sage scrub, riparian corridors, oak woodlands, Monterey Bay dunes, working ranches, urban open space, historic structures, and much more! We also conduct annual monitoring of another 7,000 acres of conservation easements throughout Monterey County. Engaging in stewardship is a dynamic process that requires dedication, on-going learning and taking the long view so that people, wildlife, and plant communities thrive for the long term.

<b>Job Title:</b>	<b>Stewardship Field Lead</b>
<b>Exemption Status:</b>	<b>Exempt</b>
<b>Reports to:</b>	<b>Stewardship Program Managers</b>
<b>Start Date:</b>	<b>Open until filled</b>
<b>Compensation:</b>	<b>\$58K-\$62K, Depending on Experience</b>
<b>Type:</b>	<b>Full-time permanent position. M-F (9AM-5PM). Occasional weekend work.</b>
<b>EEO:</b>	<b>The Big Sur Land Trust provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability or genetics</b>
<b>Job Duties</b>	

<p><b>General Description:</b></p>	<p>Big Sur Land Trust’s (BSLT) Stewardship Field Lead is a full-time permanent position that is largely field based. This person will be responsible for leading and implementing project work for a variety of tasks relating to natural resource and infrastructure management. Priority focus will be placed on addressing access and infrastructure needs relating to BSLT’s network of roads/trails, buildings, and other infrastructure. The natural resource management efforts will concentrate on climate and catastrophic wildfire resilience; habitat protection, enhancement, and restoration; invasive species management; regenerative grazing; forestry; water resource management; erosion control; and community conservation priorities. Additionally, the Stewardship Field Lead will provide support, mentoring, and training for other stewardship field-based staff; help create a positive, collaborative team culture that maintains BSLT’s learning and leadership edge; work collaboratively with other departments and organizations; and represent BSLT with donors and in the community. This individual will perform physically demanding manual tasks and be responsible for safe tool/equipment operation, including chainsaws, ATVs, and other types of equipment commonly used in a rural setting.</p>
<p><b>Specific Duties</b></p>	<p><b><u>Natural Resources Management</u></b></p> <ul style="list-style-type: none"> <li>• Maintain regular communication with Stewardship team regarding land management tasks and priorities</li> <li>• Implement projects designed to restore habitat and promote biodiversity, ecosystem function, and/or increase resilience; evaluate and maintain existing project sites; protect rare and sensitive habitats or species; identify site challenges and find creative field solutions; etc.</li> <li>• Execute invasive species management program - collect data through regular surveys and follow prescribed protocols to prioritize treatments using both chemical and mechanical treatments</li> <li>• Develop and implement projects that achieve wildfire prevention, preparation, response, and recovery</li> <li>• Implement forestry-related projects, interpret prescriptions for vegetation management, and apply best practices in accordance with existing management plan guidance.</li> <li>• Effectively manage contractor activities to accomplish program goals and ensure contract terms are upheld</li> <li>• Periodically facilitate stewardship projects by leading volunteer events</li> </ul> <p><b><u>Infrastructure &amp; Access Management</u></b></p> <ul style="list-style-type: none"> <li>• Oversee routine maintenance of infrastructure and implement improvement projects for buildings, roads, trails, bridges, grounds, and ranching infrastructure</li> <li>• Ensure critical systems, including water systems, are functioning properly and follow health and safety guidelines</li> <li>• Plan projects and build contracts related to maintenance of property structures. Oversee contractor activities to ensure delivery of project objectives</li> <li>• Plan and prioritize projects to improve a structure’s ability to withstand natural hazards and decay (e.g. fire preparedness, drainage, earthquake resistance, etc.)</li> <li>• Coordinate and perform repairs and renovations as needed</li> <li>• Support the development of operation manuals for ranches and preserves</li> </ul>

	<p><b><u>Tools &amp; Equipment Management</u></b></p> <ul style="list-style-type: none"> <li>• Ensure tools and equipment are inventoried and maintained properly</li> <li>• Ensure field staff are following appropriate tool safety and handling protocols</li> <li>• Coordinate and lead debris clearing and regular maintenance (e.g. mowing, drainage upgrades) activities as needed. Competently use a chainsaw and perform activities safely</li> <li>• Conduct carpentry work on site including construction of signs, kiosks, and other trail infrastructure</li> </ul>
	<p><b><u>Administrative Tasks</u></b></p> <ul style="list-style-type: none"> <li>• Engage in collaborative strategizing and team meetings, as well as track progress of Annual Plan tasks and major projects using the “Trello” project management tool.</li> <li>• Participate in cross-departmental collaboration, meetings, and special events to support and maintain alignment with other key initiatives of the mission and produce communications to share stewardship work.</li> <li>• Support office-based staff with project implementation of field surveys, photo collection, and other field monitoring activities</li> <li>• Research contractors, draft and distribute RFPs, obtain bids, prepare contracts, and maintain relationships for land management, property structure maintenance, and road maintenance projects.</li> <li>• Create maps using Field Maps, ArcPro/ArcMap</li> <li>• Create and reinforce a culture of safety, help develop emergency response plans, identify workplace hazards, etc.</li> <li>• Supervise and mentor seasonal work crews, interns, and temporary staff as necessary.</li> <li>• Other duties as required.</li> </ul>

**Required Qualifications**

1. Required Education and Experience – Bachelor’s degree in natural resources, forestry, or other related field **or** a combination of training and experience that provides the required knowledge, skills, and abilities
2. Strong commitment to land stewardship and the mission and vision of Big Sur Land Trust.
3. Ability to work safely outdoors and exercise good judgment.
4. A demonstrated ability to manage multiple projects with varying deadlines.
5. Self-motivated with the ability to communicate effectively with co-workers, landowners, partners, volunteers, and donors.
6. Excellent problem-solving skills and a desire to engage in collective brainstorming.
7. Proficient with power tool operation, including chainsaw experience.
8. Possess a valid Class C California driver’s license or have the ability to obtain one. Off-road driving experience using a variety of vehicles and the ability to tow trailers. Work truck provided for work-related activities.
9. Ability to hike and work under physical strain on difficult terrain in a variety of environmental conditions, including lifting/carrying up to 80 lbs. Poison oak, insects, reptiles, and other natural elements are regularly encountered at properties and easements.
10. Computer literate, including experience using Microsoft Office (Word, Excel, Outlook) with the ability to compose professional emails, internal memorandums, and communicate clearly in writing.
11. Willingness to occasionally work evenings or weekends.

### Desired Qualifications

1. Trail, road, and general “green” infrastructure maintenance skills and familiarity – Carpentry, erosion and flood control, trail/road engineering, advanced chainsaw skills, etc.
2. Current First Aid and CPR-certification (Wilderness First Responder or Wilderness First Aid preferred).
3. ArcGIS (ArcPro or ArcMap) skills, e.g., geospatial analysis, basic cartographic representation, data entry, familiarity with geodatabases, remote sensing, and database management.
4. Experience with invasive plant management and planning, using both physical and chemical control methods.
5. Plant identification skills, specifically Central Coast California flora.
6. Ecological restoration planning and project experience.
7. Proficient with heavy machinery operation.

**Benefits:** Big Sur Land Trust offers a competitive benefits package including extensive health plan, which includes medical, dental, and vision coverage and life insurance; contributions to a 403(b); and paid holiday, vacation, and sick leave.

**How to Apply:** The following three items are required in order to be considered for the position:

1. Your resume
2. A letter of interest that addresses qualification requirements and notes availability to start
3. Contact information for at least three professional resources

Please E-mail completed application to [employment@bigsurlandtrust.org](mailto:employment@bigsurlandtrust.org). Incomplete or unqualified applications will not be considered for the position. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for interviews. No calls, please.

**The position is available immediately and will remain open until filled.**

For more information about Big Sur Land Trust, please visit [www.bigsurlandtrust.org](http://www.bigsurlandtrust.org)