



Dear Prospective Seasonal Stewardship Assistant,

We at Big Sur Land Trust are seeking driven and enthusiastic individuals who are passionate about conserving and restoring land, and care for the infrastructure that serves our local communities. If you have a love for adventure, a willingness to learn, and an eagerness to try new things, this Seasonal Stewardship Assistant position may be the perfect opportunity for you to put your unique skills and talents to use.

As a Stewardship Assistant, you will be working in the field alongside our dedicated team on various projects that aim to preserve and protect our local lands. On any given day, you may be planting native plants in a restoration site, helping maintain buildings, roads, and trails, or assisting with reducing the risk of wildfire. Additionally, you will also be involved in the management of natural resources and the control of invasive weeds.

The position requires no prior knowledge of every aspect of the job, as we will provide training and work with you to identify your strengths, areas for growth, and ways to maximize your experience and contribution to the team. Strong communication, organizational, and interpersonal skills, as well as a positive attitude, are crucial to your success in this role.

At Big Sur Land Trust, we value diversity 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 Seasonal Stewardship Assistant position, please send your resume, cover letter, and at least three references to employment@bigsurlandtrust.org. In your cover letter, please answer the following questions:

1. Why are you applying for this position?
2. What are the most important things to you in a work environment?
3. What type of knowledge, education, and/or life experience would you bring to this work and the Land Trust?

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
Seasonal Stewardship Assistant

(Posted 3/20/2023)

Big Sur Land Trust (BSLT) is seeking a highly motivated and enthusiastic Seasonal Stewardship Assistant to join our Stewardship team for the Spring, Summer, and Fall of 2023. This position offers part-time or full-time work, and will provide hands-on experience in natural resource management, and building, road, and trail maintenance. The Seasonal Stewardship Assistant will work alongside the Stewardship Field Lead and other members of the Stewardship team to maintain and protect the infrastructure and natural resources on BSLT properties. This is an excellent opportunity for individuals looking to gain experience in the conservation and land management field.

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, and much more! We also conduct annual monitoring of another 7,000 acres of conservation easements throughout Monterey County.

Job Title:	Seasonal Stewardship Assistant
Exemption Status:	Non-Exempt
Reports to:	Stewardship Field Lead
Start Date:	Open until filled
Compensation	\$20-\$23/hr., depending on experience
Type:	Part-time or Full-time. Seasonal/Temporary. Term: Flexible, minimum 3 months up to 9 months.
EEO:	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
Job Duties	
General Description:	Big Sur Land Trust is seeking a Seasonal Stewardship Assistant to work primarily in the field alongside the Stewardship Field Lead and Preserve Managers. The successful candidate will assist with land management, maintain facilities and infrastructure, support ecological restoration projects, promote responsible land management practices, and engage with visitors. The main responsibility of the role is to support the ongoing enhancement and maintenance of BSLT's properties, working collaboratively with the team to ensure the preservation of BSLT's lands. This is an excellent opportunity for individuals passionate about land conservation to gain valuable experience in the field.

<p>Specific Duties</p>	<p><u>Natural Resource Management</u></p> <ul style="list-style-type: none"> • Assist with property management and the implementation of land management plans, including invasive species management, fire fuels management, and wildlife habitat improvement • Engage in activities designed to maintain or enhance climate change resilience, ecosystem processes, and native biodiversity across BSLT’s properties • Participate in natural resource inventory and monitoring efforts • Implement ecological restoration projects, maintain existing sites, manage irrigation system and schedules, etc. • Implement invasive species program tasks and actively control priority weed populations with mechanical and chemical treatments as directed • Prepare for and respond to natural disasters that affect BSLT properties • Collect and remove debris and waste from properties • Make improvements to grazing infrastructure
	<p><u>Building Maintenance</u></p> <ul style="list-style-type: none"> • Assist with the implementation of preventative maintenance program and regular upkeep for buildings and equipment • Help to establish defensible space around critical infrastructure from wildfires • Support with routine inspections of buildings, facilities, and equipment to identify maintenance needs • Participate in building improvement projects • Address vandalism and trespass issues
	<p><u>Road & Trail Maintenance</u></p> <ul style="list-style-type: none"> • Help address damage after severe winter storms by removing fallen trees, addressing areas of erosion, and repairing damaged infrastructure • Perform regular trail maintenance tasks • Clear culverts and improve drainage structures • Make trail improvements by upgrading tread; making trail signs; building stairs, handrails, and retaining walls; and milling wood for trail improvements
<p>Required Qualifications</p>	
	<ol style="list-style-type: none"> 1. Strong commitment to land stewardship and the mission and vision of Big Sur Land Trust 2. Self-motivated with the ability to communicate effectively with co-workers, landowners, and members 3. Excellent problem-solving, time management, and organizational skills. 4. Ability to work both independently and as part of the BSLT team 5. Desire to learn the safe, effective use of a wide range of hand tools, power tools, vehicles and equipment in remote areas 6. Spirit of adventure, sense of humor, flexibility, and desire to make a positive difference in the lives of others and the environment 7. Willingness and ability to perform strenuous work on difficult terrain in a variety of environmental conditions. Ability to lift and/or move up to 70lbs. 8. Willingness to learn and follow best practices for herbicide use in environmentally sensitive areas 9. Possess at least a valid Class C California driver license. Applicants must expect to drive their own vehicle in some situations but will mostly drive a company off-road 4WD vehicle 10. Willingness to occasionally work evenings or weekends

Desired Qualifications - Not Required	
	<ol style="list-style-type: none"> 1. Bilingual – English & Spanish 2. Trail and building maintenance skills 3. Chainsaw skills 4. First aid and CPR certifications (Wilderness First Responder or Wilderness First Aid preferred) 5. Knowledge of the flora of California and plant ID skills 6. Experience with weed management using both physical and chemical control 7. GPS & ArcGIS skills 8. Experience leading volunteer events 9. Computer experience, including use of Microsoft Office (Word, Excel), E-mail, and calendars

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

- Your resume
- A letter of interest that notes availability to start and addresses these three questions:
 1. Why are you applying for this position?
 2. What are the most important things to you in a work environment?
 3. What type of knowledge, schooling, and/or life experience would you bring to this job?
- Contact information for at least three professional resources

Please E-mail completed application to employment@bigsurlandtrust.org with the name of the position for which you are applying in the subject line. 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.

Recruitment Schedule: The position is available immediately and will remain open until filled.

For more information about Big Sur Land Trust, please visit www.bigsurlandtrust.org.