



Stewardship Field Specialist POSITION DESCRIPTION

JOB TITLE:	Stewardship Field Specialist
CLASSIFICATION:	Full-time, Non-Exempt
HOURS:	40 hours per week, Weekend and Occasional Evening Hours Required
SALARY:	\$20 Per Hour; Competitive Benefits Package
REPORTS TO:	Community Stewardship Manager

POSITION SUMMARY

LandPaths seeks an individual with a passion for building a diverse, healthy and whole community connected with the land. The ideal candidate is driven, energetic and creative; excels in an active work environment, is committed to equity in access to nature, and loves the outdoors. The Stewardship Field Specialist will provide day-to-day field implementation of LandPaths' Stewardship program, a volunteer program intended to meet conservation goals on each of the preserves that we manage. The Stewardship Field Specialist will represent LandPaths during volunteer programs and staff workdays in a manner that builds collaboration with partners, volunteers, interns, and fellow Field Specialists to implement stewardship projects in the field.

The Stewardship Field Specialist is responsible for implementing effective stewardship programs, projects and workdays, all day-of-program logistics, and safety. The Stewardship Field Specialist is responsible for knowing best practices and providing daily reflections of the effectiveness of the program and the response of participants including volunteer hours and contacts, quotes, photographs and input.

POSITION DUTIES

- Become trained on specific stewardship goals, approach and methods;
- Become knowledgeable and conversant in all aspects of LandPaths' mission, strategic plan, preserves and community programs;
- Develop and deepen through active listening and mutual understanding, relationships to engage and expand volunteer participation, advancing LandPaths' stewardship goals;
- Manage all gear needed for program including tracking inventory, storage and maintenance;
- Work as part of team or lead field day programs, including pre-program task of assessing site conditions and preparation, leading large and small groups of volunteers and recording attendance and post-program tasks of recording volunteer hours, work performed, and contact information in Microsoft excel and NEON database, clean-up and gear storage;
- Communicate and coordinate with volunteers and interns in all day-of activities;
- Coordinate all field day necessities (weather, gear, logistics, safety);
- Evaluate field day for effectiveness and impact, including quotes, photography, and volunteer feedback;

- Work with partners and interns on small and large-scale stewardship projects outside of volunteer programs;
- Possible 2-4 weekend days per month;
- Act as a stewardship intern mentor;
- Attend weekly meetings with team, respond to emails in a timely fashion, and submit timesheets and other administration paperwork on time;
- As needed, provide on the ground support to facilities and maintenance specialist

EXPERIENCE AND QUALIFICATIONS

A successful candidate will likely have significant experience leading volunteer programs, including the following qualifications:

- A genuine passion for stewardship and for equity in access to nature;
- Land restoration experience; including but not limited to invasive species ID and removal, erosion control, trail building and maintenance, forestry and fuel reduction, and biological monitoring;
- Able to hike at least 5 miles per day carrying heavy equipment in inclement weather;
- Experience working with volunteers of all ages;
- Comfort and confidence in the outdoors, alone and with groups;
- Experience with leading groups;
- Detail oriented, well organized;
- Strong communication skills: articulate with proven ability to write effectively and speak persuasively, willing to have difficult conversations to build community;
- Bi-lingual and/or having a significant cross-cultural experience or understanding;
- HS diploma or equivalent, some college and or relevant work experience.

ATTRIBUTES

A successful candidate will embrace LandPaths' values and culture, including the following:

- Embrace LandPaths' values, inclusive of our commitment to fairness and equity;
- Thrives in a creative, problem solving atmosphere of shared leadership and unrelenting drive to improve;
- Curious; enjoys learning and supporting the work of others;
- Excels in a strong team centered work environment, while able to work independently;
- Works best in busy work environment, managing multiple variables with divergent goals;
- High integrity and strong commitment to program and organizational goals;
- Confident in area expertise, and flexible, able to engage with new ideas and approaches;
- Enjoys and expresses joy as part of a positive work environment;

COMPENSATION

This is a full-time position. The specific compensation package is determined by position and experience. Pay for this position begins at \$20 per hour.

TO APPLY

Interested applicants should send a BRIEF AND SPECIFIC cover letter and resume to LandPaths ~ attn: HR, 618 4th Street, Suite 217, Santa Rosa, CA 95404 or hr@landpaths.org. Recommended deadline to apply is Tuesday, April 20, 2021; open until filled.