



**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: \$22 Per Hour; Competitive Benefits Package
REPORTS TO: Community Stewardship Manager

POSITION SUMMARY

LandPaths seeks an individual with a passion for stewarding land to build both healthy ecosystems as well as connections between the land and the diverse Sonoma County community. The LandPaths' Stewardship Field Specialist provides day-to-day field implementation of LandPaths' Stewardship program, a major component of which is a volunteer program intended to engage the community in conservation goals on each of the preserves that we manage. Specifically, the Field Specialist is responsible for implementing effective stewardship projects using best practices for activities such as trail maintenance and restoration, on both staff and volunteer workdays, and keeping track of program logistics, such as volunteer hours, tools, and program safety. LandPaths is a creative work environment committed to equity in access to nature.

POSITION DUTIES

- Represent LandPaths and LandPaths' mission during Stewardship volunteer programs and staff workdays in a manner that builds collaboration with partners, volunteers, interns, and fellow Field Specialists to implement stewardship projects on preserves
- Lead or work as part of team to co-lead stewardship field day programs, including pre-program tasks of assessing site conditions and preparation and leading large and small groups of volunteers
- Train in and follow LandPaths' stewardship approach and methods to achieve stewardship goals
- Develop and deepen community relationships to engage and expand volunteer participation
- Coordinate and communicate all field day necessities, including logistics, weather, and safety considerations
- Manage all gear and tools needed for program including tracking inventory, storage, and maintenance pre and post field days
- Communicate and coordinate with volunteers and interns pre and post field days for preparation and follow-up, such as recording volunteer attendance and hours, work performed, and contact information in Microsoft excel and NEON databases
- Evaluate field day for effectiveness and impact, including obtaining photos and volunteer feedback, for adaptive management of stewardship and volunteer programs
- Bring creativity and enthusiasm to help create new Stewardship ideas, methods, and pathways
- Be available to work 2-3 weekend days per month
- Act as a mentor for stewardship interns and youth

- Attend weekly meetings with team and manager, respond to emails in a timely fashion, and submit timesheets and other administration paperwork on time
- As needed, provide on the ground support for other programs, including Youth, Outings, and facilities staff

EXPERIENCE AND QUALIFICATIONS

Listed below are qualifications representative of the knowledge, skills, and/or ability that a successful candidate will possess:

- College degree or HS diploma (or equivalent) and relevant work experience in natural resources
- A genuine passion for conservation-based stewardship
- A genuine passion for equity in access to nature
- Land restoration experience; including but not limited to invasive species identification and removal, erosion control, trail building and maintenance, forestry and fuel reduction, and biological monitoring
- Experience leading volunteer programs and working with volunteers of all ages
- Comfort and confidence in the outdoors, alone and in groups
- Experience and comfort with leading groups
- Detail oriented and well organized
- Strong communication skills: ability to write effectively and speak persuasively and willing to have difficult conversations to build community

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

PHYSICAL DEMANDS

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform this job. The Stewardship Field Specialist frequently works outdoors, around hand and power tools using personal protective equipment, walking on uneven ground and steep hillsides, with potential exposure to excessive noise and temperature extremes. They may be expected to lift and move objects weighing up to 50 lbs and hike up to five miles.

COMPENSATION

This is a full-time position. Salary for this position is \$22 per hour. LandPaths' compensation includes health and dental coverage, retirement savings, and generous paid leave package.

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 Friday, August 19, 2022; open until filled.