



Stewardship Lead POSITION DESCRIPTION

JOB TITLE: Stewardship Lead
CLASSIFICATION: Full-time, Non-Exempt
HOURS: 40 hours per week, Tues-Sat Schedule. Occasional Evening Hours Required
SALARY: \$26 per hour; Competitive Benefits Package
REPORTS TO: Community Stewardship Manager

POSITION SUMMARY

LandPaths seeks an individual with a demonstrated passion for stewarding land to build community in the outdoors, create healthy ecosystems, and uphold equity in access to and connecting with nature. The Stewardship Lead provides leadership and expertise to accomplish community-based stewardship that enhances conservation, educational, and community goals on lands that LandPaths stewards. The Stewardship Lead is responsible for translating preserve and community engagement goals to on-the-ground programming, specifically representing LandPaths in the field with a focus on engaging volunteers and community partners in active stewardship as well as mentoring field staff. The Stewardship Lead will also assist in developing, maintaining, and evaluating field-based stewardship and coordinate community stewardship projects across all LandPaths' initiatives.

The ideal Stewardship Lead candidate has ecological knowledge, particularly of Sonoma County or similar ecosystems, field experience in natural resource stewardship, including Traditional Ecological Knowledge, and experience leading staff and volunteers in the field.

POSITION DUTIES

- Mentor, train, and work with high performing team of field specialists; ensure team is prepared to contribute at their highest level and ensure they have the knowledge, skills and ability to succeed
- Develop and coordinate calendar (scheduling, staffing) for community programs and field days
- Lead field implementation of stewardship community and team projects (content, logistics, safety)
- Coordinate with and participate in other LandPaths initiatives, committees, and land and community partners to implement relevant programming and projects
- Create and implement best practices in the field to meet conservation and community engagement goals developed by and with Stewardship Manager on LandPaths' preserves
- Stay up to date on best practices and techniques in relevant fields, such as conservation, invasive species management, traditional ecological knowledge, fire ecology, trail building, and erosion control to utilize in the field
- In partnership with Stewardship Manager, evaluate program effectiveness and impact for conservation and community engagement goals
- Monitor, track, and communicate program accomplishments and impact for contracts, outreach, reporting, and fundraising as needed
- Develop and implement new Stewardship methods, pathways, and community programming
- Keep track of stewardship staff expenditures
- Working with or as requested by Manager, participate in and present at community partnerships, collaborations, and initiatives that advance land conservation in the County
- Become knowledgeable and conversant in all aspects of LandPaths' mission, values, strategic plan, preserves and community programs
- Model LandPaths' core values and stewardship ethic

EXPERIENCE AND QUALIFICATIONS

A successful candidate will likely have significant experience leading ecological, conservation, restoration, or land stewardship programs, including some combination of the following qualifications:

- Bachelor's degree or college course work in ecology, natural resource management, environmental science/studies, or similar field
- Knowledge of restoration, ecology, forestry, invasive species, prescribed fire, traditional ecological knowledge, and watersheds
- Five or more years' experience leading and implementing conservation, restoration, and/or stewardship programs in the field
- Experience and ability to lead tasks including invasive species removal, erosion control and trail building using both hand and power tools
- Experience with program or project implementation
- Experience engaging volunteers, students, and/or community members in stewardship on the land
- Excellent interpersonal skills and both verbal and written communication skills
- Detail-oriented and well organized
- Bilingual and/or cross-cultural experience and/or understanding

ATTRIBUTES

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

- Commitment to fairness and equity
- A creative, problem-solving atmosphere and desire to have a positive impact
- Enjoys learning and supporting the work of others
- Excels in a strong team centered work environment, while able to work independently
- High integrity and strong commitment to program and organizational goals
- Confident in area expertise, and flexible, able to engage with new ideas and approaches
- Able to engage with people on topics of land stewardship and conservation

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 Lead 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 starts at \$26 per hour. LandPaths' compensation includes health and dental coverage, retirement savings, and generous paid leave package

TO APPLY

Interested applicants should send a cover letter and resume to LandPaths ~ attn: HR, 618 4th Street, Suite 217, Santa Rosa, CA 95404 or hr@landpaths.org with "Stewardship Lead" in the subject. Suggested deadline to apply is April 19, 2024. Position open until filled.