

Job Opening:

Natural Resource Coordinator



LAND TRUST
SANTA CRUZ COUNTY

Posting date: September 22, 2023

Overview

The Land Trust of Santa Cruz County, a nonprofit organization that has made substantial headway in environmental conservation by helping to protect more than 14,000 acres of various habitats and farmland over the last 45 years, is seeking a highly collaborative, organized and mission-driven professional to coordinate natural resource management on lands held or managed by the Land Trust of Santa Cruz County. This role involves taking the lead on several properties rich in biodiversity and endemic species, as well as properties that serve as vital wildlife corridors. The Natural Resource Coordinator is responsible for overseeing the execution of natural resource and ecological restoration projects, requiring effective collaboration with partners, and the management of contractors and volunteers. Focus lands include our Sandhills Preserves, Glenwood Open Space Preserve, Santa Cruz long-toed salamander Preserves, Watsonville Slough Farm, Highway 17 properties, Rocks Ranch, and other properties as they are added to our holdings.

The Natural Resource Coordinator is a full-time, exempt position with excellent benefits and a great work environment. The Natural Resource Coordinator is part of the Stewardship Team, reporting to the Director of Land Stewardship. The Land Trust offers a green commute stipend, professional development opportunities, staff events with great food and fun, and a kid & dog-friendly office. Work hours total 40 hours per week generally between 8 am-5 pm, Monday - Friday, with occasional early, late, or weekend work required. This position works in the field and office. It is not a remote position. Starting pay ranges from \$65,000 - \$75,000/year.

Responsibilities

Natural Resource Management

- Implement natural resource projects identified in property management plans, including soliciting bids and overseeing contractors in the field.
- Collaborate with co-workers on working lands management. Conduct plant and animal surveys, biological monitoring and assessment.
- Assist with permit compliance and draft monitoring reports to satisfy regulatory permits.
- Develop and implement integrated pest management of invasive species including the use of herbicides and maintain herbicide regulations.

Habitat Restoration and Management

- Coordinate and execute habitat management and restoration projects to support endangered species recovery and wetlands.
- Collaborate with staff and advisers to develop and implement grant-funded habitat restoration projects.
- Facilitate access for scientific research on Land Trust properties.
- Review and update Fire Plans and collaborate with CALFire on fuel reduction projects on Land Trust properties.

Stewardship Support

- Collect property data using GPS and create and update maps in ArcGIS.
- Assist with maintaining Annual Management Plans for Land Trust properties.

- Inspect, maintain, and repair facilities and infrastructure (roads, gates, fences, buildings, culverts, etc.) and equipment, such as land trust vehicles.
- Provide information to and receive direction from the Director of Land Stewardship on how best to prioritize projects and activities, cost, and effort.
- Other duties as assigned.

Support other Land Trust Programs

- Collaborate with the Access Department on public access, engagement events, trespass, and security.
- Collaborate with Engagement Department on stewardship stories and content.

Required Knowledge, Skills, Ability & Experience

- BA/BS or advanced degree in Natural Resource Management, Biology, Environmental Science or related disciplines or relevant professional experience indicated by 5 years of work in these fields.
- Physically capable of extended walking in adverse terrain (steep, muddy, heavily vegetated, sandy), and extended outdoor labor such as digging, reaching, lifting up to 40 lbs, squatting, pulling, and managing risk in environments that include exposure to poison oak, wasps, mountain lions, rattlesnakes, hazard trees, and other natural hazards.
- Ability to maintain clear and accurate records.
- Valid driver's license and capable of driving safely in city, rural and 4-wheel drive conditions; willingness to learn and safely operate ATV and related vehicles.

Preferred Knowledge, Skills, Ability & Experience

- Experience supervising contractors and working with contractors to develop scope of work documents and budgets (**highly preferred**).
- Proficient with mapping, including GPS data collection and GIS software (**highly preferred**).
- Experience with ranch and forest road maintenance, erosion control, and weed management.
- An understanding of the conservation of natural, agricultural, cultural, and open space resources and the role of land trusts in that effort.
- Ability and knowledge to safely operate and maintain hand and power tools, including chainsaws.
- Knowledge of local ecosystems and management issues.
- A collaborative mindset especially related to managing natural resources on properties with recreation (hiking, biking, horseback riding, dog walking, fishing).
- Excellent interpersonal skills and ability to communicate with a diverse audience.
- Strong prioritization and time management skills.
- Capable of interpreting legal documents (e.g. contracts, leases).
- Proficient with technical tools: Microsoft Office, maps, smartphones, and cameras

The Land Trust of Santa Cruz County operates in an ecologically and demographically diverse region of central California. We recognize that our organization does not represent the human diversity of our region that will enhance our work and impact.

The Land Trust aspires to be an organization representative of the communities we serve. We are looking for people with a passion for nature, land protection, and teamwork. We encourage everyone to apply for our available positions, even if they don't meet all the hiring criteria listed in the job description.

Interested applicants are encouraged to apply before **October 13, 2023** when review of applications will begin. Position open until filled.

To apply, send your resume and cover letter to job@landtrustsantacruz.org