

# Rivers & Lands Conservancy

## Land Steward



Rivers & Lands Conservancy (RLC) is seeking a team-oriented person to join our growing organization and make a meaningful contribution to conservation of open space in the Inland Empire region and throughout Southern California.

**Job Summary:** The land steward is responsible for working with the Stewardship Group on monitoring, stewardship, resource management, restoration, and education/outreach on the lands held or managed by RLC; presently 60 properties totaling over 3,000 acres.

**Reports To:** Stewardship Manager

**Classification:** Full-time, non-exempt

**Compensation:** \$24.00– 27.00 per hour depending on experience. Health, retirement, vacation, holiday, and sick time benefits are provided.

**To Apply:** Learn more about RLC at our website [www.riversandlands.org](http://www.riversandlands.org). To apply, send a resume with a cover letter describing how you fulfill the requirements of the job description to [mviramontes@riversandlands.org](mailto:mviramontes@riversandlands.org)

**For More Information:** Contact Michael Viramontes, Stewardship Manager via e-mail at [mviramontes@riversandlands.org](mailto:mviramontes@riversandlands.org) *No phone calls, please.*

### Job Responsibilities:

- Monitor RLC properties on a regular cycle to inspect for conditions contrary to the conservation values (trash, trespass, vandalism), infrastructure integrity (roads, fences, signs), disturbance to native species and habitats, and presence of non-native species. Maintain detailed documentation of activities and site conditions.
- Work with the Stewardship Group to steward the properties, including: performing or contracting maintenance/repair of infrastructure (fencing, signage, roads, trails, trash, etc.), communicating with land owners/partners to rectify prohibited uses, implement management plans. Maintain accurate documentation for projects.
- Plan habitat restoration for specific properties and implement/oversee implementation of restoration plans (i.e. hand weeding, herbicide treatment, preparing/ordering plant materials, prepping site, executing planting, irrigation, etc).
- Assist with writing and implementing land management plans including GIS management and mapping.
- Lead community outreach and education activities including hikes, educational programs, planting, and cleanup days.
- Assist with grant writing and grant deliverable implementation.
- Represent RLC in a professional manner during interactions with property owners, volunteers, regulatory agencies, the public, and other parties.
- Collaborate closely with other RLC staff and partners to advance organizational priorities.
- Maintain files and documentation per RLC records management policy.
- Schedule and use the company truck (4-wheel drive), trailer, and necessary tools to perform conservation site visits or other stewardship tasks. Occasionally use own personal vehicle to visit

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accessible conservation sites (reimbursement for mileage).

- Assist with social media posts highlighting RLC's conservation work and upcoming outreach events.

### **DESIRED QUALIFICATIONS:**

#### Education/Experience

- Bachelor's Degree in natural resources management, biology, environmental studies, or closely related curricula
- Familiarity with California flora and fauna, southern California ecosystems, and invasive species
- Education, training, and/or experience with GIS
- Excellent oral and written communication skills
- Technical writing skills

#### Land Management

- Use of safety practices with hand tools, sometimes in potentially dangerous work situations associated with natural areas (e.g. unstable slopes, rodent nests).
- Basic construction skills, including fencing, sign installation, outbuilding maintenance, etc.
- Ability to work outside including physical labor in all types of southern California weather.
- Current Class C driver's license and proof of insurance.
- Ability to orient, navigate, and generate map data using aerial photos, topographic maps, and GPS
- Must be able to hike rugged, steep terrain.
- Experience with herbicide application (possession of a CDPR QAL or QAC certification is a plus).
- Experience with map creation (ArcGIS or Google Earth), GPS data collection, and finding GPS points in the field.
- Experience using "Landscape Conservation Software" is a plus.
- Ability to read complex technical documents related to land management including: grant deeds, conservation easements, agency permits, restoration plans, etc.

#### Application of science-based management

- Understanding of scientific principles
- Familiarity with adaptive management and its application to land management and conservation
- Basic knowledge of local ecosystems and management issues

#### Project management

- Ability to work independently (including remote work) and as part of a team
- Ability to write clear and concise correspondence and project progress reports
- Fluency with Microsoft Word, Excel, Powerpoint, and use of email and attachments

#### Working with people

- Excellent interpersonal skills working with all kinds of people.
- Motivated to advance the big picture of conservation by engaging the community with RLC's outreach/education programs
- Spanish language skills are a plus

#### **Disclaimer**

These statements are intended to describe the general nature and level of work being performed by this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.