

# MOJAVE DESERT LAND TRUST

## CONNECT WITH THE DESERT YOU LOVE

P.O. Box 1544 • 60124 29 Palms Hwy • Joshua Tree, CA 92252  
Ph 760.366.5440 • Fax 888.869.4981 • www.mdlt.org

### Job Description: Land Steward

**Employment Status:** Regular/Full Time - Non-Exempt/Hourly

**Reporting Structure:** Director of Land Management

**Benefits:** Associate shall receive after successful completion of 90 days of employment: 11 paid holidays, optional health insurance with employee contribution of 50% or health insurance stipend of \$200 a month/DCA (Dependent Care) allotment, the option to participate in the company 401K retirement plan with company match of employee's contribution up to 3%, monthly accrued personal time off, and health time off as described in the personnel policy handbook.

The Mojave Desert Land Trust (MDLT) is a nonprofit 501(3)(c) organization, created in 2006, whose mission is to protect the Mojave Desert ecosystem and its scenic and cultural resource values. The work of MDLT aims to ensure stewardship and preservation of our ecologically sensitive desert lands and habitats in tandem with the many ways to enjoy and experience these unique places.

Central to the MDLT's mission and fundamental to its success is the ability to acquire, care for, and convey lands that are essential in maintaining, creating, and expanding wildlife linkage corridors and protecting our public lands for the next generations in line.

#### Position Summary:

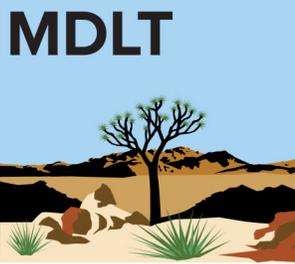
The Land Steward implements MDLT's strategic land management objectives through planning, coordination and performance of monitoring, stewardship, and restoration activities on conservation lands protected by MDLT across the California Desert. Coordinate volunteers for land use monitoring and management while representing MDLT in the local and regional community to the public, agencies, and other conservation organizations. Create reports and ensure proper records are kept on all lands to meet grantor obligations and Land Trust Alliance standards. Works with the Director of Land Management and Lands Stewardship Coordinator to ensure conservation values of protected lands are kept intact through stewardship actions.

#### Roles and Responsibilities:

- Implement land management plans and perform monitoring activities on fee title land, mitigation land, and restricted use agreements held on lands inside the California Desert Conservation Area.
- Coordinate volunteer activities on conservation lands.
- Collaborate with contracting services to meet land management objectives.
- Restore and clean disturbed lands to enhance ecological functions.
- Interact with private landowners, the public, agencies, and other conservation organizations.
- Create stewardship reports to meet the organization's recordkeeping obligations.
- Create maps of land use and ownership to inform staff and Board decisions.
- Collaborate with partners, contractors and consultants to manage work load efficiently, both internally and externally.
- Represent MDLT at events and meetings.
- Other duties as assigned.

#### Required Education/Experience/Qualifications:

- Associate degree or higher in conservation-related area plus field experience in land management and/or stewardship with an understanding of the conservation values in the California Desert.
- Field experience, including but not limited to desert restoration, wildlife and vegetation surveys, trail construction and fencing, or related activities.
- Physically able and willing to work outdoors and hike cross country on difficult terrain up to 10 miles; lift objects up to 50 lbs.



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- Physically able and willing to perform rigorous outdoor work such as lifting, digging, and sustained standing and walking.
- Knowledge and experience in safely operating off-highway vehicles, 4WD trucks, and experience with towing and backing-up a trailer preferred.
- Physically able and willing to camp in remote areas for multiple days.
- Must be able to work outdoors in all weather conditions in all seasons.
- Must be proficient and able to utilize a variety of hand tools and power equipment.
- Experience working with volunteers preferred.
- General knowledge of desert flora, fauna, and ecological processes preferred.
- WFR certified preferred.

### Required Traits:

- **Communicate Effectively:** Speak, listen and write in a clear, thorough and timely manner using appropriate and effective communication tools and techniques. Must be able to effectively make presentations before large and small groups.
- **Ethical Behavior:** Understand ethical behavior and business practices and ensure own behavior and the behavior of others are consistent with these standards and align with the values of the organization. Must have the ability to be discreet and properly handle confidential information.
- **Flexibility:** Willingness to travel as needed and adjust shifts according to needs of the organization. Willing and able to work in a variety of terrains and weather. Must be able to evolve as the organization evolves and actively engages in furthering the development of the organization and to perform any other duties as assigned.
- **Foster Teamwork:** Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness.
- **Make Decisions:** Assess situations to determine the importance, urgency and risks, and make clear decisions which are timely and in the best interests of the organization. Must be able to work independently and under pressure at a fast and rigorous pace in response to an ever-changing demand of the position.
- **Organization:** Set priorities, develop a work schedule, monitor progress towards goals, and track details/data/information/activities. Must be extremely detailed orientated.
- **Plan:** Determine strategies to move the organization forward, set goals, create and implement actions plans, and evaluate the process and results.
- **Technologically Advanced:** Proficiency in Microsoft Office Software products, Adobe Acrobat Reader or Professional, and Proficient with ArcGIS software, geospatial procedures, and GPS navigation.
- **Transportation:** Must possess a valid class "C" driver's license at all times of employment and be able to safely operate, or learn to operate, a 4WD vehicle and trailer across a variety of terrain.
- **Ability to support MDLT's conservation culture and MDLT's values of Motivation, Determination, Leadership, and Trust.**

*Mojave Desert Land Trust proudly values diversity. We are an equal employment opportunity employer and are committed to maintaining a non-discriminatory work environment. We do not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, marital status, sexual orientation, or gender identity.*