



Position Announcement **Land Management** July 2020

Position Summary

Based in Auburn, CA, Placer Land Trust (PLT) works with landowners and partners to protect natural and agricultural land in Placer County. PLT is seeking to hire a land management position to monitor and manage ~5,000 acres of land in Placer County. This includes property owned and managed by PLT, and property that is privately-owned but protected by conservation easement. The position may be filled at the level of Land Technician or Land Manager, depending on experience. About 40-50% of the job involves field work and outdoor physical labor— monitoring properties, managing land, and routine maintenance of gates, fences, signs, and trails. The remainder and majority of the job involves desk work – writing reports, responding to emails, attending meetings, maintaining files, mapping, and coordinating with people.

The position will work as part of the Lands Team and will be supervised by the Conservation Director. The position is full-time exempt, 40 hours per week. It will be based in Auburn, CA, but will require frequent travel throughout Placer County. A company shared truck is available for field work and travel, though the employee must have their own transportation to and from the Auburn office. Occasional evening and weekend work (less than once a month). Limited telecommuting may be arranged. See below for salary and benefits. *Note: due to the coronavirus pandemic, currently all staff are working remotely from their homes.*

People with diverse backgrounds and experience are strongly encouraged to apply.

Responsibilities (note: “assist with” or “lead” refers to Technician vs. Manager level)

- Serve as “Preserve Manager” for ~25 properties (“Preserves”) covering ~5,000 acres.
- Ensure protection of natural resources, wildlife habitat, and other values on the Preserves.
- Ensure legal and contractual obligations are met for each Preserve, including the terms of conservation easements. Address and resolve potential violations and other issues quickly.
- Monitor and inspect Preserves: trash, dumping, trespass, or other violations; condition of trails, fencing and other infrastructure; risks of wildfire/ fuel loads; and health of forests and wildlife habitat.
- Write annual monitoring and inspection reports.
- Maintain and repair fences and gates and install signs on Preserves.
- Maintain and help construct trails, including mowing, weed whacking, spraying, and chain sawing.
- *Assist with or lead* maintenance of field equipment and vehicles.
- Oversee and manage contractors and contract work, including fire management/fuel load reduction/ forestry work, mowing, fence installation, habitat restoration, biological surveys, and other contracts.
- Oversee and manage livestock grazing tenants and other land-lease tenants (e.g., beekeepers). *Assist with or lead* the writing of new grazing lease contracts and contract renewals.
- Coordinate regularly with staff, landowners, neighbors, volunteers, agencies, and the public.
- Maintain records related to property management, monitoring, and equipment.
- Be “on-call” evenings and weekends to respond to rare property-related emergencies.
- *Assist with or lead* habitat restoration projects, including forest and stream/ wetland projects.
- *Assist with or lead* creation of maps, including topographic, aerial, and other types of maps.
- *Assist with or lead* the writing of land management plans, baseline documentation reports, and grants.
- *Assist with or lead* occasional volunteer groups, public groups, and partner tours on PLT Preserves.
- Assist with recreation program planning, including guided hikes, events, and other activities.
- Attend trainings and webinars on best management practices and other key topics.
- Participate in staff meetings, retreats, fundraising activities, and other PLT events and activities.
- Contribute photos from the field for marketing purposes.

Required Skills & Qualifications

- Experience working on land – farms, ranches, parks, open space, or other.
- Commitment to ecological land conservation and land stewardship.
- Ability to operate field equipment – UTV, weed whacker, truck & trailer, sprayer, chainsaw, etc.
- Computer experience, including use of Microsoft Office (Word, Excel), email, and calendars.
- Ability to manage and complete multiple projects and tasks on time and within budget.
- Ability to coordinate people and groups (interns, consultants, contractors, and volunteers).
- Good communication skills (both speaking and writing).
- Self-directed, requiring little supervision. Proactively identify issues and suggest solutions.
- Team player with ability to work comfortably with different people of different backgrounds.
- Comfortable managing tense or difficult situations and people.
- Good physical condition; able and willing to work and hike in challenging conditions such as rough terrain or excessive heat, sometimes for long periods (full day / 5+ miles).
- Valid driver's license.

Other Applicable Experience & Knowledge - NOT REQUIRED

- Knowledge of conservation/ natural community ecology, and application to land management.
- Experience in forestry and forest management, and/or grazing and rangeland management.
- Experience managing public lands and public trails.
- Experience writing contracts, land management plans, monitoring reports, grant applications, etc.
- Bachelor's Degree in Ecology, Biology, Conservation, Environmental Science, Natural Resource Management, Rangeland Management, or similar field.
- Experience creating maps in ArcGIS or Google Earth. Experience with mobile mapping apps.
- Experience with project management software and/or database/ records software.
- Knowledge of plants and natural communities in Placer County.
- Experience collecting and/or reviewing biological field data and surveys.
- Knowledge of Placer County.

Salary & Benefits

The salary for this position will range from \$45,000-\$57,000, based on skills and experience. Benefits include health insurance; paid holidays, vacation, sick, and other leave; retirement program; and training.

To Apply

Send cover letter and resume to info@placerlandtrust.org with "Land Management Position" in subject line. Please indicate if you prefer to be considered for Land Technician or Land Manager level, or no preference. All applications will be reviewed using blind screening. **Deadline to apply: July 31, 2020.**

The anticipated **start date is early-mid September 2020**; position will remain open until filled.

Placer Land Trust values and seeks a team with diverse experiences, backgrounds, perspectives, and skills, so that our work remains relevant today and for future generations. People with diverse backgrounds and who promote a culture of inclusion are encouraged to apply.

We are committed to equal employment opportunities for all applicants, and prohibit discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Learn more at www.placerlandtrust.org