

Center for Natural Lands Management



Land Steward – Coachella Valley

- Reports to:** Preserve Manager – Coachella Valley
- Location:** Thousand Palms Oasis Preserve, Dos Palmas Preserve and other properties as needed
- Position:** Temporary Full-time – 40 hours weekly (1.0 FTE): Non-exempt (hourly) with the possibility of becoming FT Permanent.
- Compensation:** \$18.50 - \$22.00 / hour - DOE; with benefits
- Period:** December 2022 through September 2023
- Application Deadline:** Open until filled, but for fullest consideration, please apply no later than October 1, 2022.

ABOUT THE CENTER FOR NATURAL LANDS MANAGEMENT

The Center for Natural Lands Management (CNLM) is a nonprofit 501(c)(3) organization, created in 1990, whose mission is the perpetual stewardship of natural and created conservation lands, sensitive species, and their resident ecosystems. Conservation stewardship activities are practiced on preserves in California, Oregon, and Washington. CNLM currently has a preserve portfolio of over 100 preserves that combined represent more than 75,000 acres of high conservation value.

The majority (>90) of CNLM's preserves are in California, encompassing over 70,000 acres throughout the state, with new preserves added intermittently. The preserves vary in size from three to thousands of acres and are managed under direct ownership, conservation easements, or management contracts. For purposes of organizational structure and oversight, CNLM's California preserves are organized into (currently five) regions: Northern California, Central California, South Coast, Riverside County, and San Diego County.

CNLM is culturally significant in its focus on rare and vulnerable species, small populations, and sensitive habitats. Such responsibilities require stewardship staff with a strong background in natural sciences, the ability to apply principles from conservation biology with experienced discretion, and a passion for contributing to conservation success through long term, on-the-ground, management. To fulfill its conservation mission, CNLM has a well-established practice of selecting for and investing in excellent staff. Given the dispersed

nature of its preserves throughout California, and in Washington and Oregon, almost all CNLM staff work from home offices—accessing and posting information in a cloud-based system and maintaining core culture through virtual and in-person (when possible) meetings. CNLM currently maintains a small administrative office in Temecula, California.

CNLM offers competitive salary, paid vacation and sick time, and other financial benefits. Most importantly, we offer the opportunity to work with a team of talented and committed conservation professionals and to achieve a legacy of substantial conservation impact.

In the Coachella Valley, Riverside County, CNLM owns and/or manages three preserves and three conservation easements ranging from 4.3 to 863 acres. All these Preserves are open to the public and have varying levels of access. The preserves were created to protect endangered and threatened species, rare plants, and sensitive habitat.

Essential Functions

CNLM seeks a full-time Land Steward for work in the Coachella Valley, Riverside County, California. The Land Steward will work closely with the Preserve Manager and volunteers. The work is largely field based (80%) with some office work (20%). The Land Steward's role is three-fold: to protect natural resources on CNLM nature preserves, participate in various biological monitoring and management activities, and work with Preserve Manager to manage volunteers and visitors. The position entails occasionally working in the evenings and early mornings. The position requires work on Saturdays, Sundays, and holidays, at odd or irregular hours, and under adverse weather conditions. The Land Steward will be required to use herbicides to treat non-native plant species using backpack sprayers and spray bottles. Therefore, applicants should be comfortable working with herbicides and/or willing to be trained. In addition, the Land Steward needs strong interpersonal skills to communicate with CNLM staff as well as with the interested public. The Land Steward should have the ability to travel to the work sites independently and work in an outdoor environment with a variety of habitat types and terrain in various – and sometimes harsh – weather conditions.

CNLM will pay the costs of all necessary supplies and materials. A truck may be provided at CNLM's discretion. A computer and other office supplies will be provided. Communication with supervisors is typically through use of email and cell phone; therefore, the position requires home internet access. A cell phone stipend will be provided. The Thousand Palms Oasis Preserve also has a field office on site which will be the main base of operations for the Land Steward.

RESPONSIBILITIES:

Responsibilities will include but not necessarily be limited to:

- Conducting biological monitoring activities, such as animal and plant; surveys, vegetation transects/habitat monitoring, and focused species surveys;
- Patrolling and enforcing preserve and trail rules, monitoring for trespass, interacting with trespassers, and coordinating with local police;
- Removing nonnative plant species using hand tools, weed whacker, chainsaw, and/or herbicide;
- Picking up trash, installing and mending fences and gates;
- Maintaining trails, implementing trail construction and erosion control materials, closing unapproved trails and implementing trails plans;
- Posting signs and kiosk information, creating new educational materials;
- Interacting with public, conservation partners, easement holders, and other parties who use or work on the preserves. May include conducting guided tours and talks;
- Coordinating schedule and activities with supervisor and other CNLM staff;
- Entering and compiling data, with the possibility of analyzing data;
- Assist in compilation of annual reports and work plans;
- Fulfill other duties as assigned;

REQUIREMENTS:

- A Bachelor's degree with specialization in Biology, Environmental Studies, or a related field with 3 to 5 years of related experience;
- Responsible and reliable work ethic;
- Strong interest in natural resource conservation, especially small populations and threatened and endangered species;
- Knowledge of California native species and a willingness to learn;
- Experience with and/or willingness to learn the safe and efficient use of herbicides;
- Ability to hike through a variety of habitat types and terrain, walking over uneven ground, climbing over obstacles, and accessing remote locations;
- Ability to occasionally lift, position, or otherwise move objects weighing up to 50 pounds;
- Working knowledge of Windows operating system and PC applications such as Microsoft Office Suite;
- Ability to conduct work from a home (or other) office with internet connection;
- Ability to understand and work towards given objectives with minimal oversight; having the maturity and discretion to seek advice and guidance when needed and appropriate;

- Excellent communication skills;
- Professional demeanor when interacting with co-workers, partners, and the public;
- Current / valid driver's license with a good driving record;
- Applicant must be able to pass a background check (administered after position is offered);

Desirable Qualifications

- Experience with ESRI ArcGIS preferred;
- Experience with aquatic systems preferred;
- Experience operating 4WD vehicles;
- Experience in monitoring, management, or research of natural resources;
- Experience with analysis of biological data preferred;
- Map reading and orienteering skills;
- Familiarity using GPS technologies in the field;
- Ability to drive stick shift;

Working Conditions

- Required to wear CNLM identification. At a minimum, this includes a CNLM hat and t-shirt (provided);
- Regularly required to hike through a variety of habitat types and terrain, walking across uneven ground, climbing over obstacles, and accessing remote locations, often while carrying equipment and gear;
- The majority of the position involves outdoor working conditions;
- Communication with supervisors is typically through use of email or telephone;
- At commencement of work, the successful applicant is expected to work an average of 40 hours per week. Schedule and workdays may vary over time, but our typical work week is Wednesday through Sunday.

TO APPLY: Qualified applicants must provide a detailed letter of interest, current resumé or curriculum vitae, and three professional references (names, affiliations, and contact information only). All applications will be acknowledged.

Email these materials to:
careers-landsteward@cnlm.org

If email is not possible, the application can be mailed to:
Center for Natural Lands Management
Attention: Human Resources
27258 Via Industria, Suite B
Temecula, CA 92590

CNLM is an Equal Opportunity employer. Personnel are chosen on the basis of ability without regard to race, color, religion, sex, national origin, disability, marital status or sexual orientation, in accordance with federal and state law.

The above statements are intended to describe the general nature of the work being performed by people assigned to this work. This is not an exhaustive list of all duties and responsibilities. CNLM management reserves the right to amend and change responsibilities to meet business and organizational needs as necessary.

This position description does not constitute an employment agreement between the CNLM and the employee and is subject to change by CNLM as the needs of the CNLM and requirements of the job change.