

Center for Natural Lands Management



Ranger– Coachella Valley

- Reports to:** Preserve Manager – Coachella Valley
- Location:** Thousand Palms Oasis Preserve and other properties as needed
- Position:** Temporary Full-time – 40 hours weekly (1.0 FTE): Non-exempt (hourly)
- Compensation:** \$21.77 - \$23.95 / hour - DOE; with benefits
- Period:** November 2023 through April 2024, with potential to extend dependent upon need and funding
- Application Deadline:** Open until filled, but for fullest consideration, please apply no later than October 31, 2023.

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 (Thousand Palms Oasis, Dos Palmas, and Palm Canyon Wash) and three conservation easements (Smoke Tree, CVAG-10, and Bogert Wash) 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. See CNLM's website for further information about these preserves (www.cnlm.org)

Essential Functions

CNLM seeks a temporary full-time Ranger for work in the Coachella Valley, Riverside County, California. The Ranger will work closely with the Preserve Manager and volunteers. The work is largely field based (90%) with some office work (10%). The Ranger's role is three-fold: work closely with Preserve Manager to manage volunteers and visitors, maintain infrastructure related to public access, and in doing so, ensure protection of natural resources on CNLM nature preserves. The position involves 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 Ranger will assist the Land Steward and other staff as needed to treat non-native plant species using various hand tools or other non-chemical means. Other tasks may include light trail work using hedge trimmers, rakes, hoes and McClouds. In addition, the Ranger needs strong interpersonal skills to communicate with CNLM staff as well as with the visiting public. The Ranger 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 the 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 Ranger.

RESPONSIBILITIES:

Responsibilities will include but not necessarily be limited to:

- 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;
- Picking up trash, installing and mending fences and gates;
- Maintaining trails, implementing trail construction and erosion control materials, closing unapproved trails and implementing trail plans;
- Posting signs and kiosk information, creating new educational materials;
- Interacting with public, conservation partners, easement holders, and other parties who visit or work on the preserves. May include conducting guided tours and talks;
- Coordinating schedule and activities with supervisor and other CNLM staff;
- Summarizing weekly activities into a staff report;
- Assisting in compilation of annual reports and work plans;
- Fulfilling other duties as assigned;

REQUIREMENTS:

- A minimum of two years' experience in a related field; Bachelor's degree preferred;
- Responsible and reliable work ethic;
- Strong interest in working with the public and educating the public of the importance in natural resource conservation and protection, including threatened and endangered species;
- Knowledge of California native species and a willingness to learn;
- 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;
- Professional demeanor when interacting with co-workers, partners, and the public;
- Excellent communication skills;
- 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;
- 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 operating 4WD vehicles;
- Experience in management of natural resources;
- Experience in public outdoor education;
- Map reading and orienteering skills;
- Familiarity using GPS technologies in the field;

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-ranger@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.