

## Center for Natural Lands Management



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### POSITION DESCRIPTION

#### **Technician – Orange County and Western Riverside County California**

Reports to: Regional Preserve Manager(s) – Orange and Riverside Counties  
Location: Dana Point, San Clemente, Fullerton, San Juan Capistrano, Lake Elsinore, Perris, Murrieta, Temecula, French Valley and Aguanga.  
Type: Temporary Full-time – 40 hours weekly average (1.0 FTE); Non-exempt (hourly).  
Compensation: \$19.27 - \$21.10 / hour - DOE; with benefits  
Period: June 2023 through September 29, 2023

Application Deadline: Open until filled

#### **About the Center for Natural Lands Management**

The Center for Natural Lands Management (CNLM) is a nonprofit 501(c) (3), organization created in 1990 with the mission of perpetual stewardship of conservation lands, sensitive species, and their habitats. Currently, CNLM has over 100 preserves throughout California with new preserves added regularly. Central to CNLM's mission and fundamental to its success are the principles of rigorous cost estimation for managing conservation areas in perpetuity and application of appropriate scientific information for conservation and restoration. For more information, visit our website: [www.cnlm.org](http://www.cnlm.org).

In Western Riverside and Orange Counties, CNLM owns and/or manages 14 preserves ranging from 30 to 1,120 acres, five of which are closed to public access and nine that have trails for public use. The preserves were created to protect endangered and threatened species, rare plants, and sensitive habitat.

#### **Essential Functions**

CNLM seeks a temporary full-time seasonal Technician for work in Orange County and Western Riverside County, California, from June to September, work may be extended beyond September, contingent upon funding. The Technician will work closely with the Preserve Manager, with work that is largely field based. The Technician's role is primarily to protect CNLM nature preserves and participate in various biological monitoring and management activities, and thus, help fulfill the mission of CNLM. The Technician will typically be in the field 90% of their time and 10% in the office. The position may entail occasionally working in the evenings and early mornings and a willingness to work on Saturdays, Sundays, and holidays, at odd or irregular hours. In addition, the Technician needs strong interpersonal skills to communicate with CNLM staff as well as with the interested public. The Technician should have the ability to work in an outdoor environment with a variety of habitat types and terrain in various weather conditions.

The Technician will be required to work independently in the field with limited supervision provided by the Preserve Manager(s). CNLM will pay the costs of all necessary supplies and materials. A truck may be provided at CNLM's discretion. Communication with supervisors is typically through use of email and cell phone; therefore, a cell phone stipend will be provided.

### **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 non-native plant species using hand tools, weed whacker, chainsaw, and/or tractor.
- Picking up trash, installing and mending fences and gates
- Maintaining trails and infrastructure
- Engage with the visiting public and participate in outreach events
- Conducting biological monitoring activities, such as animal or plant surveys
- Interacting with public, conservation partners, easement holders, and other parties who use or work on the preserves
- Coordinating schedule and activities with supervisor and other CNLM staff
- Entering and compiling data, with the possibility of analyzing data
- Fulfill other duties as assigned

### **Requirements**

- Responsible and reliable work ethic
- Strong interest in natural resource conservation, especially small populations and threatened and endangered species
- Knowledge of California native plant and wildlife species
- 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 PC applications such as Microsoft Office Suite
- 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
- Cordial and calm 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, GPS, and associated applications preferred
- Experience with herbicide application preferred
- Experience operating 4WD vehicles
- Experience in vegetation monitoring methods, including point-intercept
- Experience in monitoring, management, or research of natural resources
- Map reading and orienteering skills

### **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.

### **Compensation**

Commensurate with experience, CNLM is committed to offering a competitive hourly wage.

### **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-technician@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

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*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.*