



Deschutes Land Trust Job Posting

The Deschutes Land Trust is seeking a Stewardship Associate to join its dedicated team!

Who We Are:

The Deschutes Land Trust conserves and cares for the lands and waters that sustain Central Oregon, so local communities and the natural world can flourish together for generations to come. Since 1995, the Land Trust has protected more than 17,500 acres throughout Central Oregon for future generations. We embrace diversity, equity, and inclusion, and are committed to building a conservation community with diverse backgrounds, cultures, and life experiences. For more information about us, visit deschuteslandtrust.org

What You'll Do:

The Stewardship Associate assists with restoration, vegetation management planning and implementation, infrastructure and equipment maintenance, general property management, and volunteer engagement. This is a core position of the stewardship team, dedicated to restoring and protecting the long-term ecological resiliency of our properties. The Stewardship Associate reports to the Stewardship Manager and works collaboratively with the entire Stewardship Department, other Land Trust Staff, and Board Members.

Essential Functions:

Land Stewardship

- Work autonomously and with contractors to treat identified weed populations on Land Trust conserved lands. Weed management may include hand pulling, mechanical treatment and using herbicides via backpack sprayer, ATV etc.
- Update and maintain property weed maps and treatment tracking data.
- Monitor weed populations after implementation of restoration projects, work with Stewardship Manager to develop treatment plan.
- Develop invasive weed biocontrol program.
- Implement agricultural field restoration (using traditional farming methods to convert fallow and crop fields to native vegetation).
- Maintain facilities, farm equipment, fences and other tools and infrastructure (identify issues, problem solve, work with volunteers/contractors/etc.) on various properties.
- Assist with various other native plant restoration projects.
- Assist with baseline inventory data collection and general mapping projects.
- Assist stewardship staff as needed on identified priority stewardship projects.

Community Engagement

- Work with volunteers to hand pull targeted weed populations. Collect and dispose of pulled weeds.
- Work with staff on engaging/orienting volunteers on weed removal, facility maintenance, and other Preserve needs.
- Lead and assist with volunteer work parties and property tours as needed.

- Meet and communicate with neighbors regarding cooperative management along shared property boundaries.
- Assist with development of community science programs and relevant partnerships.

Work environment

- This position is located in Central Oregon.
- This position regularly works in an office or home office setting and in the field at Land Trust protected lands and sometime requires working evenings and weekends.
- This position requires moderate to extensive travel to Land Trust protected properties throughout Central Oregon.
- This position may require travel to a remote location and living on site for several weeks per year.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.

What you Need:

- **Conservation Commitment:** Passion and commitment to the mission, vision, and values of the Deschutes Land Trust.
- **Diversity, Equity, and Inclusion Experience:** Cultural competency skills and demonstrated ability to work with people of diverse races, ages, genders, abilities, and economic backgrounds. Experience with and commitment to applying diversity, equity and inclusion principles and practices within an organization to programs.
- **Restoration skills:**
 - Familiarity with or aptitude to learn irrigation systems including hand line and K-Line systems and ability to set up and operate these systems.
 - Familiarity with or aptitude to learn to apply traditional farming methods (plowing, disking, seeding, mowing, etc.) to restoration projects.
 - The ability to safely use ATV's, UTV's, tractors, farm implements and drive a truck with trailer to perform work.
 - Central Oregon botanical knowledge and plant ID experience.
 - Experience identifying and managing weeds in an ecosystem similar to Central Oregon.
 - Current herbicide applicator license or willingness to obtain.
 - Experience with basic facilities management and maintenance.
- **Communication Skills:** Proven ability to communicate effectively, tactfully, and diplomatically in writing and in person with a diverse community of supporters including volunteers, donors, community-based partners, and Land Trust staff and Board.
- **Organization Skills:** Excellent organizational skills including attention to detail, and ability to create efficiencies and build organizational systems. Ability to set priorities and meet deadlines to complete projects efficiently and effectively while managing multiple priorities.
- **Technology Skills:** Strong computer skills, including proficiency with navigational equipment and apps, data collection/mapping/management.
- **Outdoor Skills:** Ability and interest in working in an outdoor environment, including navigating rugged terrain in all weather conditions.

Also helpful, but not required:

- Experience, background, or education in rangeland ecology.

How to apply:

The deadline for submitting applications is February 18th, 2022. Your application should include the following:

- Cover letter describing your qualifications for and interest in the position.
- Resume.
- References (We will contact your references only after you have given us permission).

Please send your application as an attachment to: info@deschuteslandtrust.org with the words “Stewardship Associate” in the subject line.

Please contact Pat Cohen, at the email above if you need an accommodation. All inquiries will be handled confidentially. We will acknowledge receipt of your application via return email and contact you as we proceed further into the recruitment and selection process.

People of color and others from historically underrepresented communities are strongly encouraged to apply. For a complete job description and more information about us, visit www.deschuteslandtrust.org/careers. We appreciate your interest in the Deschutes Land Trust!

Compensation: \$40,000 - \$50,000 depending on experience, plus generous benefits.

What's Important to Us:

Our Mission: We conserve and care for the lands and waters that sustain Central Oregon, so local communities and the natural world can flourish together for generations to come.

Our Values: Integrity, Diversity, Quality, Collaboration, Adaptability.

Our Vision: We envision a future of strong and healthy natural and human communities—where we work together to conserve and care for the lands that make Central Oregon an incredible place to live, work, and grow.

- With the population of Central Oregon continuing to grow and our climate rapidly warming, we protect the rivers, forests, canyons, meadows, and agricultural lands that Central Oregon will need to thrive for generations to come.
- We conserve lands that are strong and adaptable to the changing climate and that sustain functioning natural systems, abundant native plants and animals, clean air and water, and healthy local communities.
- All people have an opportunity to meaningfully connect with this place, so that together we can build an interconnected community of people committed to protecting and caring for the lands we all love.

What we offer:

The Deschutes Land Trust offers competitive salary and benefits to full-time staff. This includes health insurance, a 403B retirement plan with matched contributions, volunteer time off, 20 paid days off annually to start, and 10 paid holidays annually. The Land Trust offers a flexible work location where employees may work in the office or remotely depending on the requirements of the position.

The Deschutes Land Trust is an equal opportunity employer, and does not discriminate based on race, color, age, sex, sexual orientation, sexual identity or expression, religion, ability, or national origin. **More Information:** www.deschuteslandtrust.org