



Preserve Stewardship Manager Job Announcement

Legacy Land Conservancy is an accredited land conservancy founded in 1971 to protect the forests, fields, wetlands, and rivers of southern Michigan. Serving greater Washtenaw, Jackson and Lenawee counties, Legacy's mission is to secure for current and future generations a land base for nature, agriculture, fresh water, and recreation today and forever.

Overview: Legacy Land Conservancy is seeking a Preserve Stewardship Manager for its fee owned properties, including eight publicly accessible preserves, totaling 368 acres. This includes writing and executing the management plans, developing annual budgets and work plans, directly managing the properties, hiring seasonal crew to assist with managing the preserves, organizing volunteer workdays and other engagement opportunities, serving as staff liaison to the chairperson of the board authorized *Land Protection – Stewardship Committee*, and ensuring our properties comply with Accreditation Standards and Practices and best management practices.

Reports to: Executive Director

Hours: Full time, 40 hours a week. Some evening and weekend work required. Legacy embraces a remote work culture and flexible schedule to be determined with the supervisor. Position requires time at the office and in the field. Partner meetings and some travel to be expected.

Compensation: Salary of \$52,000 annually. Legacy provides a competitive benefits package including health, dental, vision, life insurance, long-term disability, professional development opportunities and paid time off.

Areas of Responsibility:

Land Management

- Coordinate and oversee management of a growing portfolio of nine fee properties, including eight preserves.
- Implement stewardship activities in management plans such as ecosystem restoration, habitat management, and invasive species removal. Prepare scope of work and contracted service needs based on management plans and in accordance with preserve budgets.
- Oversee routine maintenance of preserve infrastructure, such as a caretaker residence, board walks, signs, parking lots, etc.
- Ensure field equipment and vehicles used for preserve work are regularly maintained inventoried, and a plan for replacements are included in budgeting plans.
- Work with the Land Protection team and legal counsel to resolve major stewardship issues on the preserves.

Supervision and Planning

- Hire and supervise a seasonal Stewardship Crew and property caretakers to assist with the stewardship of Legacy properties.

- Recruit, train, supervise and inspire community volunteers to help with stewardship of preserves.
- Create and update Legacy's Preserve Management Plans in accordance with Land Trust Alliance standards
- Ensure Legacy's Preserve stewardship program abides by Legacy's policies and Land Trust Alliance's Accreditation Standards and Practices.
- Maintain annual Preserve records of activity, decisions and conditions and prepare an annual report for the *Land Protection – Stewardship Committee* and *Board of Trustees*.
- Serve as staff liaison to the *Land Protection Stewardship Committee*.
- Participate regularly as part of Legacy's "Land Team" to help plan and implement Legacy's organization-wide land protection program.
- Work with the Land Acquisition Manager, the Executive Director and Land Protection – Stewardship Committee to assess and plan for the acquisition of new properties in compliance with board approved long-term plans.
- Develop an annual workplan and budget. Work with the Executive Director and finance team to develop long-term Preserve Stewardship funding plans and goals.

Engagement and Access

- Maintain and improve public accessibility at identified preserves in accordance with approved plans.
- Work with Legacy's communication and development staff to expand Legacy's public engagement opportunities on specifically identified preserves with events such as educational programming, hikes, invasive species removal workdays, or other activities. Assist the development team in brainstorming funding opportunities for programming on preserves.
- Seek to engage local preserve "adopters" or volunteer ambassadors in the stewardship and care of preserves
- Represent Legacy in stakeholder and partner meetings, as well as other forums, to build collaboration and information sharing.
- Occasional public speaking related to educational events, partner presentations and public relations events.

Required Qualifications:

- Bachelor's Degree and three to five years of relevant education and/or experience
- Knowledge of local flora and ecosystems
- Maintained commercial pesticide applicator license, have taken or will take an OSHA chain saw safety course, and have taken or will take first aid certification
- Must be able to work efficiently outdoors in varying conditions and terrains

Other Requirements:

- Valid Michigan driver's license and reliable transportation.
- Flexibility, enthusiasm for work and mission, and a sense of humor are the key traits of the perfect candidate.
- Comfortable in the safe operation of basic hand and power tools, with an emphasis on familiarity with chainsaws for preserve maintenance and invasive species treatment.
- Knowledge and prior experience with ArcGIS, GPS, Microsoft Office Suite, and Adobe Suite

Legacy is committed to fostering a culture of diversity, equity and inclusion. We embrace people from all backgrounds, experiences and viewpoints, because we value the collective sum of our individual differences, unique capabilities and talents. We encourage and support our employees' differences in age, race, color, ability, ethnicity, family or marital status, sexual orientation, gender identity or expression, language, national origin, political affiliation, socioeconomic status, veteran status and any other characteristics that make our employees unique.

How to Apply: Please send a cover letter and resume to aagler@legacylandconservancy.org. Please apply by August 13th, 2021. Starting date for position is September 2021. For more information: www.legacylandconservancy.org. Legacy Land Conservancy is an Equal Opportunity Employer.