



Preserve Stewardship Associate

About Legacy Land Conservancy (Legacy):

Legacy Land Conservancy is an accredited land conservancy founded in 1971 to protect the forests, fields, wetlands, and rivers of southern Michigan. Serving 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. More information: www.legacylandconservancy.org.

Legacy Land Conservancy is an Equal Opportunity Employer.

Legacy recognizes that opportunities in the conservation and environmental fields have historically excluded and continue to disproportionately exclude Black and Indigenous people, as well as Asian, Latino/a, and Hispanic people, people from working class backgrounds, people with disabilities, and LGBTQ+ people. We strongly encourage individuals with these, and all other identities to apply.

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.

Core Values:

Legacy seeks to embrace these core values in all our actions: Justice, equity, diversity, inclusion, trust, relationships, integrity, perpetuity, responsibility, honor, collaboration, science, sustainability, history.

Position Overview:

Legacy Land Conservancy's Preserve Stewardship Associate works closely with the Preserve Stewardship Manager and other preserve staff to collaboratively manage Legacy's Preserve Stewardship Program. Legacy's Preserve Stewardship Program focuses on the care and stewardship of Legacy's publicly accessible preserves. The Preserve Stewardship Associate assists in coordination and management of a growing portfolio of ten fee properties, including eight preserves. The aspects of the Preserve Stewardship Program that this position assists with are: implementing preserve stewardship field operations including supervision of seasonal crews / AmeriCorps Members and volunteers, leading and co-leading volunteer preserve workdays, and other tasks needed to nurture Legacy's public lands. This position requires engagement with other land department staff, development and communications staff, volunteers, preserve caretakers, preserve neighbors, and external partners.

Reports to: Preserve Stewardship Manager



Hours: Approximately 40 hours per week. Legacy embraces a remote work culture, flexible schedule to be determined with supervisor. Position requires some time at the office and travel throughout our service area of Jackson, Lenawee, Washtenaw Counties, and beyond. Occasional evening and weekend work will be required to meet the goals of this position.

Start Date: The ideal candidate would start April 12, 2025, but we are willing to work with the right candidate's schedule.

Compensation:

- Starting salary is \$46,000 per year. Legacy sets a nonnegotiable salary to ensure all employees are compensated equitably.
- Legacy provides 100% employer-paid health, dental, vision, life insurance, and long-term disability
- Annual health Flexible Spending Account (FSA) contribution \$500
- Up to 3% employer match to each employees' 401K or Roth.
- Professional development opportunities
- 12 paid holidays per year
- Accrued, paid personal time off starting at 24 days per year

Responsibilities:

- Implement stewardship activities such as ecosystem restoration, habitat management, and invasive species removal.
- Maintain and improve public accessibility at preserves in accordance with approved plans.
- Assist in routine maintenance of preserve infrastructure, such as a caretaker residence, board walks, signs, parking lots, etc.
- Support Preserve Stewardship Manager with guiding and collaborating with the crew and other members of the preserve stewardship team.
- Assist in the creation and updating of Legacy's Preserve Management Plans in accordance with Land Trust Alliance Accreditation Commission standards and practices.
- Assist in the maintenance and regular inventory of preserve equipment and vehicles.
- Participate regularly as part of Legacy's "Land Team" to help plan and implement Legacy's organization-wide land protection program.
- Work collaboratively to plan, administer and operate public engagement opportunities on preserves with events such as educational programming, hikes, invasive species removal workdays, or other activities. Lead or co-lead preserve events.
- Occasional public speaking related to educational events, partner presentations and public relations events.
- Complete annual monitoring for Legacy preserves in accordance with organizational policies and Land Trust Alliance Accreditation Commission standards and practices.
- Guide and inspire volunteers and seasonal crew / AmeriCorps members in completion of aforementioned stewardship activities as well as other tasks as needed.
- Other tasks as needed.



Required Qualifications:

- Bachelor's degree or equivalent relevant experience
- 2-3 years experience working in ecosystem management/restoration, or equivalent relevant experience
- Experience with habitat management, ecosystem restoration, and invasive species treatment
- Knowledge of local flora and ecosystems
- Commercial pesticide applicator license
- Experience operating and maintaining various types of equipment in a safe and efficient manner (e.g.; brush cutter, herbicide sprayers, lawn mower, chainsaw, etc.)
 - Although not required, candidates with S-212, OSHA chainsaw safety, or similar relevant certifications are encouraged to apply.
- Must be able to work efficiently outdoors in varying conditions and terrains
- Experience leading volunteers or land restoration crews in the field
- Ability to work collaboratively in a workplace setting

Desired Qualifications:

- Three to five years' experience working in ecosystem management/restoration, or equivalent relevant experience
- Familiarity with ArcGIS or similar mapping software
- Experience operating and maintaining tractors, ATVs, UTVs, etc.
- Experience pulling and backing up trailers
- Basic carpentry experience, and/or experience in the use of power tools such as saws, drills, etc.
- Experience managing habitat for rare and/or protected species
- Experience in the mixing and application of herbicide
- Experience with the application of prescribed fire, and associated certifications
- Have taken or will take first aid certification

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.
- Knowledge and prior experience with GPS, Microsoft Office Suite, and Adobe Suite

Milestones:

First month:

- General Legacy onboarding with Preserve Stewardship Manager, Executive Director, and Land Protection Director



- Meet with each staff member to learn more about their work and the organization
- Visit all of Legacy's nature preserves and review their management plans, as well as relevant stewardship tasks for the 2024 season
- Become familiar with Landscape, Salesforce, and other software basics
- Shadow Legacy Staff at volunteer workday(s)

Within three months:

- Lead Legacy's seasonal crew in preserve stewardship and maintenance
- Complete spring field work goals for the preserves
- Shadow Legacy Staff at volunteer workday(s)
- Lead volunteers at preserve workdays independently

Within six months:

- Work with Legacy Preserve Staff to begin a Legacy preserve management plan / management plan update
- Complete summer field work goals for the preserves
- Independently lead, inspire, and empower seasonal preserve staff and volunteers
- Collaborate with Preserve Stewardship Manager on project management

Within one year:

- Independently lead field crew, determining daily on the ground work priorities
- Lead preserve projects and events, with assistance from other Legacy staff
- Assist with the preparation for the opening of Legacy's 10th preserve
- Co-Author a Legacy preserve management plan / management plan update and assist with the presentation of management plans to Legacy's Land Protection Stewardship Committee

How to Apply:

Interested candidates should send their cover letter and resume to bizmgr@legacylandconservancy.org with the job title and where you heard about the position in the email subject line (e.g., "Preserve Stewardship Associate – Idealist"). Qualified candidates will be emailed for an initial interview. Applications may be submitted until February 17, 2025, with an anticipated start date of April 12, 2025.