



Columbia Land Trust is seeking an Astoria, Oregon-based **Land Steward** to join its Stewardship team!

Since 1990, Columbia Land Trust has protected, in perpetuity, over 29,000 acres of lands along the lower 250 miles of the Columbia River. The majority of the protection has been accomplished through land ownership, conservation easements, and transfers of land to public agencies. The Land Trust stewardship program is responsible for maintaining and enhancing the conservation values of conserved properties throughout the service area. The program currently has 9 staff members with an active volunteer program working on over 20,000 acres of land, of which over 5,000 acres are within the coastal portion of our service region. The Land Trust has embarked on an ambitious plan to expand public awareness and participation in the conservation of the great lands of the Columbia River region. In addition, the Land Trust strives to communicate effectively and respectfully within the context of varying beliefs, behaviors, orientations, identities and cultural backgrounds. Columbia Land Trust's headquarters are located in Vancouver, Washington with additional field offices in Astoria, Portland and Hood River, Oregon. For more information about us, visit our website at columbialandtrust.org.

Based in Columbia Land Trust's Astoria, Oregon office, the Land Steward will primarily work with Natural Area Managers to implement site-specific land management and monitoring work plans, document and map completed activities, interact with landowners, neighbors and community members about the stewardship work of the Land Trust, support annual monitoring and documentation according to Land Trust Alliance standards and practices, and support the resolution of property related issues such as easement violations and property encroachments. Typical land management activities may include: weed control, planting and plant maintenance, infrastructure maintenance (fences, gates, other structures, etc.), construction related to wetland and riparian restoration, forestry, and management of public use. This position is well suited for the individual who likes to work in the field, often independently, accomplishing a wide variety of tasks. It is important to note that the Astoria office is a two person office shared with a Land Protection staff person that works part time. The Land Steward's ability to interact with members of the public in a productive and positive manner is essential as this position will often be the main point of contact on the coast for the stewardship program.

Essential Duties:

Site Management Activities (60%):

- Implementation of a wide range of site-specific management activities
- Planning and implementing of habitat revegetation work
- Weed control work using mechanical and chemical methods
- Outreach to neighbors and community members as part of work planning
- Maintenance of site infrastructure including fences, signs, and structures
- Tracking work performed through documentation and GIS mapping
- Securing the necessary permits for site work
- Supporting Natural Area Managers in site restoration and management planning work ranging from baseline data collection to survey work to drafting plan documents
- Working with staff, contractors and volunteers in the field to complete site work

- Assisting, as needed, with field equipment maintenance, organization, and calibration
- Assisting, as needed, with project development and grant writing for project work

Baseline and Effectiveness Monitoring (15%):

- Conducting field habitat community and weed population mapping of conservation properties
- Assisting with field data collection, including data on vegetation, water quality, channel morphology, and fish and wildlife use
- Assisting with data management and GIS mapping

Annual Monitoring and Documentation (15%):

- Field monitoring of conservation easements and fee-owned properties including photo documentation and condition descriptions
- Documentation of annual monitoring results
- Coordination with landowners of conservation easement properties
- Supporting stewardship staff to resolve issues and violations

Property and Program Administrative Support (10%):

- Securing critical documents (i.e. deeds, easements, contracts, reports) according to established procedures
- Assistance with policy and procedure development (i.e. safety, public access, annual monitoring, others)
- Assisting in property access permissions for members of the public
- Supporting organizational compliance with Land Trust Alliance accreditation standards and practices
- Supporting Land Protection staff on new project evaluations and documentation
- Support the maintenance and management of the Astoria office

Qualifications

The Land Steward position is involved with both field oriented and administrative work within the stewardship program and community relations. The qualified candidate will have:

- A natural resource background and a minimum of two years experience in land stewardship, resource management or a related field;
- Knowledge of the ecology of the Columbia River region and of habitat management and restoration strategies;
- Strong organizational and professional skills, capable of managing diverse tasks independently with direction and support from main office program staff;
- The ability to work responsibly and independently outdoors in inclement weather, and under physically or mentally demanding conditions;
- A genuine enthusiasm for conservation and, in particular, the mission, goals and values of Columbia Land Trust;
- Strong interpersonal skills with an ability to communicate and collaborate with diverse interests;
- The ability to be self-starting and highly collaborative, and inspire confidence and trust in others;
- Familiarity with conservation protection techniques and conservation laws as well as familiarity with national Land Trust Alliance accreditation standards;

- A strong appreciation for and comprehension of cultural, racial and personal diversities - the candidate will be culturally astute and have skills in identifying issues and promoting inclusion and responsiveness in all aspects of their work; and,
- An ability to be flexible, adaptable, and to maintain a positive solutions-oriented attitude.

This position requires the ability to safely operate vehicles, boats, and hand-held power equipment in a variety of rough environments, and will apply herbicides as part of land management activities. Experience using GPS, Data Loggers and Geographic Information System software is highly desirable.

The anticipated salary range for this position will be \$42,000 - \$52,000 per year, depending on experience.

For consideration, please email your resume, list of potential references and a cover letter with relevant experience to: jobs@columbialandtrust.org by August 8, 2016.

Columbia Land Trust is an Equal Employment Opportunity employer. For more information about us, please visit columbialandtrust.org.