



Job Announcement
Seasonal Restoration Crew Lead
(Full-time, Temporary, Non-exempt Position)
January 2024

The Santa Lucia Conservancy (Conservancy) is a 501(c)(3) non-profit land trust incorporated in 1995 to steward and protect the ecological integrity of the Santa Lucia Preserve (Preserve) within the Santa Lucia Mountain Range in Carmel, California. We are dedicated to advancing the art and science of conservation-compatible development through adaptive land management, conservation easement stewardship, ecological research, and environmental education programs.

The Conservancy actively manages 18,000 acres of contiguous lands within the 20,000-acre Santa Lucia Preserve to protect and enhance their extraordinary ecological values. Approximately 10,000 acres, 50%, are owned by The Conservancy and approximately 8,000 acres, 40%, are owned by individual landowners and managed through conservation easements held by the Conservancy.

The Conservancy works with a variety of academic and environmental partners to conduct and promote land management and ecological research to increase our understanding of the interactions between human communities and the natural environment.

Position Summary

Under the direction of the Restoration Program Manager, the Seasonal Restoration Crew Lead is a highly physical, field-based position responsible for performing duties related to invasive species management, invasive species mapping, restoration projects, and supporting land management activities as needed. We seek individuals who are mature, enthusiastic and able to do fast-paced, detail-oriented physical work, who love to be outside, and do not mind getting dirty. A sense of humor is a definite plus. Applicants should be able to sustain focus through repetitive tasks, work outside in all weather conditions and have a reliable form of transportation in all weather conditions.

Hours/Dates: Monday – Thursday 7:00 am – 5:30 pm, January 22, 2024 – August 9, 2024 (weather permitting), Must be available to commit to a full 29 week period. In the case of extreme weather, there may not be work available for all or part of the day.



Implementation of Restoration Program (90%)

Invasive species and brush management rely on various treatments performed throughout the six-month term of the Seasonal Restoration Crew Member. This task is led by the Restoration Program Manager and assisted by the Seasonal Restoration Crew Lead and the Seasonal Restoration Crew Members.

- Assist Restoration Program Manager with Seasonal Restoration Crew management
- Lead Seasonal Restoration Crew Members in invasive species management duties, mapping, and data management
- Assist with restoration projects focusing on invasive species management throughout The Preserve.
- Perform invasive species management practices through a variety of manual, mechanical and herbicide techniques
- Use hand tools, mowers, chainsaws, and backpack herbicide sprayer for invasive species management
- Map invasive species populations and treatments
- Load, haul, and maintain tools, materials, and equipment
- Maintain tools, equipment, and a safe and secure work environment

10% Administrative Duties

- Mapping and accurate recordkeeping of herbicide tools, records, and treatments
- Staff and departmental meetings
- Other team activities

Other

- Respectful interactions with landowners and Preserve staff
- Supporting other Conservancy staff in field-related duties as time permits
- Other duties as assigned
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Essential Qualifications

- Experience with field identification of plants
- Ability to work in a team
- Follow directions accurately, timely and completely with minimal supervision
- Safe and responsible conduct in field and office environments, including use of vehicle and power equipment such as: chainsaws, sprayer, tractor, hooking up and towing a trailer, loading heavy equipment, etc.
- Competency in field-based data collection/mapping with aptitude for learning new systems, software and technologies.
- Must hold, or be able to acquire within 30 days, a valid California driver's license with a clean record.
- Must be able to safely lift and carry at least 40lbs

**Preferred Qualifications**

- Experience managing a team, ideally in a conservation or land management setting
- 1-2 years of experience working on field-based restoration and/or conservation projects
- Experience controlling invasive species using herbicide and a backpack sprayer

Working Conditions/Physical Effort

This position demands highly physical work and/or adverse working conditions in remote locations. Extensive walking in uneven terrain required. Fluent spoken and written English required. Vehicles provided while on the job site only; personal vehicles may be required for social distancing while going to and from the job site.

Compensation

This is a non-exempt (hourly) position with compensation of \$25/hour.

How to apply

Please submit your application in one PDF format with “Seasonal Restoration Crew Lead” in the subject line by Friday, January 12, 2024, to Breanna Rodgers, Restoration Program Manager at brodgers@slconservancy.org

Applications should include:

- Cover letter describing your skills and personal connection to land conservation.
- Resume
- Up to three personal and/or professional references.

No phone calls, no walk-ins, no recruiters.

The Conservancy is committed to a policy of equal opportunity without regard to race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment. Application by members of all underrepresented groups is encouraged. Hiring is contingent upon eligibility to work in the U.S.

As duties and responsibilities change, the job description will be reviewed and amended in consultation with the post holder.