

# The Nature Conservancy

*Saving the Last Great Places*

## LOUISIANA FIELD OFFICE

### *JOB NOTICE*

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<b>Title:</b>	<b>Louisiana Land Steward</b>
<b>Application Period:</b>	<b>Applications accepted through 31 October 2009</b>
<b>Anticipated Start Date:</b>	<b>December 2009 or January 2010</b>
<b>Office Location:</b>	<b>Baton Rouge, Breaux Bridge or Lake Charles, LA</b>
<b>Salary:</b>	<b>To Be Determined, commensurate with qualifications of successful candidate</b>

**POSITION SUMMARY:** The Nature Conservancy, Louisiana Office, seeks a broadly trained natural resource professional with expertise in land management to fill a full-time position. S/He will be primarily responsible for managing Conservancy preserves in southwest and north Louisiana and will occasionally participate in the TNC-LA prescribed fire program as needed. S/He will coordinate the work of contractors and may have direct and indirect supervisory responsibility for TNC staff assigned to the land stewardship program as well as volunteers.

#### **ESSENTIAL FUNCTIONS:**

The Land Steward participates in preserve planning and operations, including the maintenance, management and coordination of activities and conservation programs for preserves in southwest and north Louisiana. The Land Steward will also assist with general conservation science issues in the Louisiana office. This will include the following functions:

- Leads the development of conservation management plans for preserves in southwest and north Louisiana and is the primary lead in the implementation of those plans, which may include the following management activities: control of invasive exotic and native species, restoration forestry, restoration plantings, preserve/target monitoring, boundary posting/maintenance, oversight of hunting leases, and trail maintenance.
- Develops and oversees contracts with private contractors for particular management activities.
- Leads work teams of volunteers or other TNC staff to accomplish management tasks on selected preserves.
- Leads a variety of monitoring efforts, including habitat condition monitoring to determine relative health of ecological systems present on selected preserves.
- Works with consulting foresters, logging contractors, prescribed burning contractors, site prep contractors and tree planting crews to implement restoration forestry activities on selected preserves; may occasionally participate in timber cruising and timber marking jobs.
- Participates in TNC's prescribed fire program in primary focus areas as needed.
- Assists with general conservation science needs, e.g., ecological and environmental assessments, Conservation Action Planning, etc.
- Coordinates third-party research on selected preserves.
- Operates and maintains a variety of tools, equipment and heavy machinery.

## **BASIC QUALIFICATIONS**

- B.S./B.A./A.S./Technical or vocational degree in biology, ecology, forestry, natural resources management or related field and at least one year experience in natural resource management, or equivalent combination of education and experience.
- Excellent communication skills via written and spoken means.
- Experience with PCs and MS Windows-based software, including Word, Excel.
- Excellent physical condition. Ability to meet minimum TNC training and health requirements for prescribed burning at the arduous level. For LAOU: 45 pound pack test result of 45 minutes or less.
- Experience with and ability to perform physically demanding work.
- Ability to safely operate All-terrain vehicles (ATV) or Utility All-Terrain Vehicles (UTV) when duties require use of such equipment.

## **KNOWLEDGE AND SKILLS:**

- Ability to develop timeframes and then complete tasks within timeframes. Experience developing, directing and managing multiple projects and timelines.
- Ability to manage time and diverse activities under deadlines while delivering quality results.
- Ability to communicate clearly via written, spoken and graphical means in English.
- Experience supervising others in the completion of tasks.
- Basic knowledge of natural systems of Louisiana. Ability to learn to recognize plant and animal species as required to complete preserve management and monitoring activities.
- Experience in ecological land management principles preferred.
- Familiarity with basic experimental design and field sampling techniques preferred.
- Knowledge of and experience with prescribed fire preferred.
- Basic knowledge of routine forestry activities including timber cruising and marking, harvest supervision, site preparation and tree planting preferred.
- Working knowledge of common software applications (e.g.; MS Word, MS Excel, and GIS).
- Basic GPS and map reading/interpretation skills.
- Experience or ability to safely use and maintain preserve tools and equipment, including power and construction tools.
- Ability to obtain related licenses or certifications such as first aid, CPR, herbicide application, driver's license.
- Willingness and ability to work cooperatively with neighbors, partners and the general public to promote the Conservancy's work.

## **COMPLEXITY/PROBLEM SOLVING:**

- Coordinates multiple projects with several variables, setting realistic deadlines and managing timeframes
- Interprets guidelines, evaluates information, and modifies processes to adapt to changing circumstances
- Compiles data, resolves disparities and modifies processes to generate plans
- Resolves routine issues independently, consulting with supervisor to develop plans for resolution of complex and unusual problems
- Cultivates and develops creative ideas to improve conservation strategies
- Applies diversified knowledge of scientific principles and practices to a variety of assignments

**DISCRETION/LATITUDE/DECISION-MAKING:**

- Makes independent decisions based on analysis, experience and judgment
- Performs under minimal and frequently distant supervision, consulting with supervisor in event of any unusual circumstance, problem or question that falls outside of general preserve management realm.

**RESPONSIBILITY/OVERSIGHT –FINANCIAL & SUPERVISORY:**

- May lead or monitor preserve work groups consisting of staff, interns, and volunteers covering a wide geographic area
- May oversee work of contractors
- Financial responsibility will include working within a budget to manage preserves and complete projects, may negotiate and contract with service providers and vendors upon consultation with supervisor, purchasing equipment and supplies as provided for in budget, and monitoring annual budget as needed to ensure appropriate spending limits
- May oversee land leasing (e.g., hunting leases) as appropriate for conservation goals

**COMMUNICATIONS/INTERPERSONAL CONTACTS:**

- Networks with diverse groups, including land owners, conservation partners, government officials, donors, board members and the general public to recruit support for the Conservancy and publicize Conservancy efforts
- Provide a variety of information to staff and others, contributing to conservation projects and assisting workflow throughout the organization
- Work and communicate effectively with a diverse group of people, including scientists, preserve staff and others, providing and obtaining needed information
- Interacts with preserve visitors, conveys basic preserve information and leads field trips

**WORKING CONDITIONS/PHYSICAL EFFORT:**

- Willingness to travel long distances, sometimes on short-notice, and to work long hours alone in an isolated setting.
- Ability to perform tasks requiring physical exertion, outdoors, in all weather conditions and on difficult and sometimes hazardous terrain.
- Ability to operate heavy machinery.
- Work often requires extreme physical exertion and/or physical strain to the point of physical fatigue. Work environment involves exposure to job hazard's where there is a frequent possibility of injury.

To Apply, go to <https://careers.nature.org> and apply on-line (Land Steward – Louisiana; Job ID - 11397)

Or, for more information,

Contact Latimore Smith at [latimore\\_smith@tnc.org](mailto:latimore_smith@tnc.org), or call him at 985-796-5600

*The Nature Conservancy is an Equal Opportunity Employer*