



Stewardship Project Manager Position Announcement

Job Title: Stewardship Project Manager
Reports to: Baylands Program Manager

Want to play your part in protecting our local communities from the impacts of climate change? Ready to roll up your sleeves to help achieve tangible results? Want to be part of a talented, deeply committed, and national award-winning conservation organization? Then please read on!

Sonoma Land Trust (SLT) has an outstanding opportunity for a Stewardship Project Manager to make a direct and lasting contribution toward climate adaptation and resilience by managing and restoring the lands and waters along the northern San Francisco Bay shoreline of Sonoma County.

SLT serves a diverse audience with broad cultural heritages, socioeconomic backgrounds, genders, and orientations. We encourage applications from candidates who reflect and value the audiences and populations we serve.

Overview

The Stewardship Project Manager plays a critical role in executing SLT's 2023-2028 Strategic Plan with emphasis on managing the land trust's Baylands properties along and adjacent to the north shore of San Francisco Bay, the Petaluma River, and Sonoma Creek. This position uses a combination of experience and current scientific information to manage working lands, wetlands, and infrastructure for the purposes of maximizing biodiversity and building landscape resilience against the effects of climate change. Achieving these goals means collaborating with a diverse set of partner agencies and NGOs, tribes, ranchers, farmers, consultants, government agencies, academic institutions, and community members and effectively integrating their diverse perspectives into SLT action plans. This position is expected to be in the field approximately 50% of the time.

You are encouraged to apply if you meet the minimum qualifications and:

- Have a passion for effective land management, restoration, and conservation planning.
- You are seeking the opportunity to implement cutting-edge land management techniques.
- You understand how to effectively engage partners and include a diversity of voices and perspectives in your work.
- You are interested in a position that is focused on being out in the field.

Primary Responsibilities

Land Management

- Manage Sears Point Ranch, including oversight of grazing leases and practices, monitoring and managing invasive species, infrastructure repair, and developing new conservation projects consistent with the ranch management plan and SLT's strategic plan.
- Lead management activities on new acquisitions in the Sonoma Creek Baylands in preparation for restoration. Work may include preparation of baseline documents and management plans, operation of stormwater pumps, levee inspections, infrastructure upkeep, contracting and oversight of building demolition, invasive species management, clearing of debris, and other actions as needed.

- Assist in maintaining landscape and building infrastructure at the Benson Center, a shared meeting center on the San Pablo Bay National Wildlife Refuge.
- Prepare and/or review documents or articles to promote stewardship project activities.

Restoration

- Support the Lakeville Creek Stage 0 Restoration Project, including assisting with oversight of consultants and contractors, ecological monitoring, grant administration, and communications with partners, public, and donors.
- Support or lead oversight of ecological monitoring at Sears Point Wetland Restoration Project and ensure timely delivery of monitoring reports.

Conservation Planning

- Facilitate planning for the transition of Leonard Ranch from conventional carbon-intensive farming to more sustainable agriculture with a reduced carbon footprint by working with farm lessee, agricultural experts, academic institutions, and SLT staff.
- Participate in multi-partner planning for large-scale ecological restoration across the Sonoma Baylands.

Administration

- Attend internal and external meetings to further SLT mission and goals.
- Occasionally deliver oral presentations to public and private institutions and at SLT events.
- Support the organization's community engagement, on-the-land, and philanthropy activities.
- Responsible for ensuring that safety protocols are developed and followed as appropriate.

Essential Qualifications

- A passion for conservation and environmental issues.
- Bachelor's degree in environmental science, biology, natural resource management or related field. Relevant experience in lieu of a degree will be considered.
- Demonstrated experience and skill with ArcPro GIS software and use of GPS for data collection.
- Understanding of ecological principles related to land management, tidal wetland restoration, riparian ecosystems, and the impacts of climate change.
- Ability to develop and manage project plans to ensure goals and objectives are met – tracking project timelines, key milestones, communicating progress, and meeting deadlines.
- Strong oral and written communication skills.
- Proficiency with Microsoft Suite in a Windows environment.
- Curiosity, creativity, and problem-solving skills.
- Close attention to detail and excellent organizational skills.
- Ability to work independently and be productive within assigned timeframes.
- Must be able to move over steep and rugged terrain. Comfortable working alone on ranches and natural lands, occasionally in isolated locations.
- Willingness to work in inclement weather conditions and in areas where biting insects are present (most commonly ticks and mosquitos)
- Be able to move items up to 40 pounds.
- Ability to use hand tools and mechanical equipment such as weed whackers.
- Ability to work occasional evenings and weekends.
- Must have a valid driver's license.

Preferred Skills and Experience

- Knowledge of and experience with conservation grazing, including working with ranchers, agricultural organizations, and academic institutions to develop and achieve complementary goals.
- Experience with natural lands management, particularly grassland, riparian, and tidal wetlands.

- Knowledge of local natural history.
- Comfort with public speaking and ability to interact productively as part of a team and with the public.
- Experience and comfort driving a full-sized pick-up, driving an ATV/UTV, and towing a trailer.
- Demonstrated experience working with tribes and tribal communities.
- Experience working in both urban and rural communities.
- Bilingual (Spanish/English)

Sonoma Land Trust is committed to becoming an organization that is representative of the communities we serve. We are open to the possibility that a great candidate for this job may not precisely meet all of the above criteria; if you believe you're the right person for this job and can persuasively make that case, we encourage you to apply.

Schedule, Salary & Benefits

This position is full-time, 40 hours per week (non-exempt).

Hourly wage starts at \$32 per hour and is commensurate with experience.

Benefits include generous employer contributions to medical, dental and vision insurance plans. Employer contribution to retirement plan after 1 year of employment. Paid time off includes 15 paid holidays, paid vacation based on tenure and personal and parental leave in accordance with SLT policies and procedures.

This position is located at the Sonoma Land Trust office in Santa Rosa, California. Staff are working a hybrid model which allows them to work from their home office and SLT's office or in the field. This position may require you to work onsite and, in the field, regularly.

About Sonoma Land Trust

Sonoma Land Trust works in alliance with nature to conserve and restore the integrity of the land, with a focus on climate resiliency. The organization is also committed to ensuring more equitable access to the outdoors. Since 1976, the non-profit Land Trust has protected over 57,000 acres of scenic, natural, agricultural and open land for future generations. Sonoma Land Trust is accredited by the Land Trust Accreditation Commission and was the recipient of the 2019 Land Trust Alliance Award of Excellence. For more information, please visit sonomalandtrust.org.

We are passionate about building and sustaining an inclusive and equitable working environment that is representative of the communities we serve. We know that having varied perspectives leads to better outcomes to solve the complex problems of conservation, climate change and environmental justice in Sonoma County.

To Apply

Please email your resume and cover letter to staffing@sonomalandtrust.org.

Sonoma Land Trust is an Equal Opportunity Employer

We strive to create a diverse and inclusive organization and encourage applicants from all cultures, races, colors, religions, national or regional origins, sexes, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.