



Job Opportunity: Director of Land Stewardship

Position Overview

OCT is seeking a highly motivated individual to serve as its Director of Land Stewardship. The individual will work under the Executive Director and will serve as primary supervisor to the Land Stewardship Technician. They will oversee monitoring and stewardship of 500 acres owned by OCT and 160 acres under OCT Conservation Restrictions (CRs). They will oversee habitat management efforts and public access opportunities to OCT properties, including several walking trails. They will also manage relationships and neighbors with abutters to facilitate OCT's stewardship work and further our mission. They will be the lead staff person in managing OCT's Volunteer Land Steward Program and will recruit, train, and supervise volunteers. Willingness and availability to work occasional evenings and weekends required.

Orleans Conservation Trust Background:

OCT is a private nonprofit land trust, founded in 1970. Our mission is to protect and restore natural lands — for people and wildlife, the health of our waters, and the character of our community. The Trust acquires and manages land to enhance habitat, provides opportunities for learning and for enjoying nature, promotes sound conservation practices, and works with landowners who wish to conserve property. We host regular guided walks and educational lectures, and we maintain several trails on OCT properties.

The ideal candidate will have:

- Passion for environmental protection
- Bachelor's degree or higher in a field related to environmental conservation or equivalent work experience
- At least three years of relevant work experience in a land management setting
- Strong interpersonal skills and experience working with the public
- Experience supervising staff and working as part of a team and independently
- Significant experience with invasive plant control and operation of outdoor maintenance equipment
- Experience recruiting, training, and supervising volunteers in an outdoor work setting
- Good orientation skills and navigational ability
- Proficiency with Microsoft Office
- Attention to detail and excellent organizational skills
- Demonstrated good judgement
- Clear written and verbal communication skills

Responsibilities include:

- Supervise the Land Stewardship Technician to most effectively meet OCT's stewardship goals.
- Ensure OCT CRs are regularly monitored and documents are kept updated. Ensure that CR landowners understand the restrictions on their property and that any violations are documented and addressed.
- Ensure OCT fee simple properties are monitored appropriately and that maintenance needs (e.g., downed trees on trails, encroachment from neighboring properties, erosion, vandalism, invasive vegetation, etc.) are documented and promptly addressed as appropriate.
- Maintain organized files for each of OCT's properties and Conservation Restrictions.

- Work with the Land Management Committee, including assisting the chair in setting the agenda and leading monthly Committee meetings.
- Work with the Executive Director and the Land Management Committee to prioritize land stewardship projects, including ecological restoration work and public access infrastructure improvements (i.e., parking areas, trails, signage, etc.) to set the annual work plan and budget for land stewardship activities. Manage the budget utilizing contractors, staff, and volunteers to advance OCT's goals.
- Ensure maintenance of past land stewardship projects.
- Respond to abutters as needed, and review filings with the Conservation Commission or other Town agencies, if and when OCT is notified of abutters' work plans.
- Complete annual mowing of early successional habitat and "pile-burning" of brush piles accumulated from management activities.
- Identify and prioritize among
- Obtain plot plans and deeds and prepare maps to add to files as necessary.
- Engage with supporters, trail users, and abutters to educate the public about OCT's stewardship work.
- Safely operate and maintain land stewardship equipment and keep clean, organized facilities for a safe and efficient work environment (e.g. shed, pickup truck, etc.). Help with maintenance of OCT Office property and facilities.
- Recruit and train volunteers and organize volunteer projects.
- Coordinate with Town officials regarding land stewardship issues.
- Oversee AmeriCorps Cape Cod (ACC) service member and work with staff to apply for and coordinate ACC Group Service Projects.
- Implement land management plans, using best management practices; update existing plans as needed.
- Assist with OCT's educational programming, including leading walks and educating attendees about natural history and OCT's work.
- Assist in gathering photos for OCT's communications work in the course of land stewardship work.

Required Skills:

- highly organized;
- ability to work effectively with others and individually;
- ability to effectively manage conflict;
- ability to safely operate and maintain land stewardship equipment

Physical Demands:

- The Director of Land Stewardship must be physically capable of performing land stewardship activities, with or without reasonable accommodation. This includes the ability to use and maintain power and hand tools and to lift 50 pounds.
- While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms.

Compensation:

Salary is commensurate with experience. OCT also provides a competitive benefits package, including vacation, personal, and sick time, health insurance, retirement benefits, and short- and long-term disability and life insurance coverage.

To Apply: Please submit a cover letter summarizing your relevant professional experience and a resume to stephen.ogradey@orleansconservationtrust.org with the subject "Job Application." Review begins on August 24, 2023, and position is open until filled. Thank you for your interest!

OCT is an Equal Opportunity Employer and strives to sustain and strengthen an inclusive and equitable working and learning environment for all staff, volunteers, and visitors. We embrace diversity as we believe exposure to a variety of perspectives enables us to confront and overcome the challenges of today's world.