



Job Opportunity: Land Stewardship Technician

Position Overview

OCT is seeking a highly motivated individual to serve as its Land Stewardship Technician. The individual will work under the Director of Land Stewardship and the Executive Director to monitor and manage 600+ acres under OCT stewardship. The individual will ensure regular monitoring of OCT conservation restrictions (CRs). They will also be responsible for trail maintenance, mowing, brush cutting, chain sawing, and invasive plant removal and habitat restoration. They will assist in organizing volunteer events to manage OCT lands and in recruiting, training, and supervising volunteers for OCT's Volunteer Land Steward Program. Willingness and availability to work some evenings and weekends required.

Orleans Conservation Trust Background:

OCT is a private nonprofit land trust, founded in 1970. Our mission is to preserve land and educate the public in order to sustain our natural resources and the character of our community for generations to come. To accomplish this mission, the Trust seeks to acquire lands, to manage and maintain those lands in their natural state, to protect wildlife habitat, and to educate members, residents, and visitors about the importance of preserving the environmental quality of Orleans. We host regular guided walks and educational lectures, and we maintain several trails on OCT properties. See a video about our work [here](#).

The ideal candidate will have:

- Passion for environmental protection
- Bachelor's degree in a field related to environmental conservation or equivalent work experience
- Strong interpersonal skills and experience working with the public
- At least one year of relevant work experience in a land conservation setting
- Attention to detail and excellent organizational skills
- Ability to work independently
- Demonstrated good judgement
- Clear written and verbal communication skills
- Proficiency with Microsoft Office
- Experience with plant and animal identification
- Experience with invasive plant control and operation of landscaping equipment
- Experience coordinating volunteers, and ability to train and supervise volunteers using tools in an outdoor work setting
- Good orientation skills and navigational ability

Responsibilities include:

- Field work:
 - Work under direction of the OCT Director of Land Stewardship on trail maintenance and habitat management projects, including through use of power tools, a brush mower, and potentially herbicide application.
 - Monitor and document OCT's Conservation Restrictions and work with staff to address any violations.

- Monitor lands owned by OCT, identify, document, and address maintenance needs (e.g., downed trees on trails, encroachment from neighboring properties, erosion, vandalism, invasive vegetation, etc.).
- Assist the Director of Land Stewardship in coordinating land management projects, including working with contractors.
- Office-based work:
 - Maintain organized files for each of OCT's properties and Conservation Restrictions.
 - Report on land stewardship activities and progress at monthly Land Management Committee meetings.
 - Assist staff in coordinating with Town officials regarding land management issues.
 - Obtain plot plans and deeds and prepare maps for OCT properties as necessary.
 - Consult the Director of Land Stewardship to implement land management plans, using best management practices; update existing plans as needed.
- Community engagement:
 - Engage with supporters, trail users, and abutters to explain OCT's stewardship work.
 - Assist in recruitment and training of volunteers and in organizing volunteer projects.
 - Work with Director of Land Stewardship to apply for and coordinate projects with AmeriCorps Cape Cod.

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 Land Stewardship Technician must be physically capable of performing land management 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/fingers to handle or feel; and reach with hands and arms.

Compensation:

This is an hourly position with pay commensurate with experience. OCT 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.

OCT also offers a compressed work week, whereby employees have the opportunity to work a full 40-hr week in a 4-day period.

To Apply: Please submit a cover letter summarizing your relevant professional experience and a resume to tom@orleansconservationtrust.org with the subject "Job Application." Review begins on June 11, and the 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.