



JOB TITLE: LAND STEWARDSHIP DIRECTOR

LOCATION OF POSITION: Birmingham, Alabama
APPLICATION DEADLINE: June 30, 2020
APPLICATION INSTRUCTIONS: Please send a cover letter and resume to admin@freshwaterlandtrust.org by the above-referenced deadline.

BASIC QUALIFICATIONS

- Bachelor's degree in ecology, forestry, natural resources management, environmental science, or related field and at least three years related work experience or equivalent combination of education and experience
- Excellent naturalist skills: Scientific knowledge of ecosystem function and potential threats to those systems and proficiency at identifying woody and herbaceous flora and aquatic and terrestrial fauna associated with Central Alabama
- Ability to assess the conservation values associated with a potential land acquisition, including habitat descriptions, management needs, and potential environmental threats from current and historical land uses
- Proficiency with collection, analysis, and organization of large, important data sets
- Able to work well with diverse partners, including but not limited to, community leaders, government agency representatives, private landowners, corporate leaders and employees, and other nonprofit organizations
- Possession of, or ability to obtain, a valid, insurable Alabama driver's license and clean driving record
- Ability to obtain a Part 107 Remote Pilot's License from the FAA to operate a drone
- Ability to obtain Alabama Certified Prescribed Burn Certification and a 130/S190 certification with a moderate or arduous pack test
- Ability to obtain concealed carry permit in Jefferson County, Alabama
- Personal transportation
- Proficiency with use of Microsoft Office applications, ArcGIS, and GPS applications
- Demonstrated experience managing multiple projects and priorities
- Experience working with power and hand tools (familiarity with the operation of heavy equipment is preferred)
- Excellent written and oral communication skills
- Love of working outside and interest in protecting the environment, including habitat for aquatic and terrestrial species
- Excellent personal initiative and motivation to do great work is essential as this position must function without direct daily supervision

ESSENTIAL FUNCTIONS

- The Land Stewardship Director (SD) will guide the implementation of land conservation strategies on over 7,000 acres of fee-owned preserves and conservation easements. Furthermore, the incumbent will likely be called upon to assist partners with the implementation of management strategies on properties not owned by FLT. The SD will primarily work in the field inspecting properties, gathering conservation data, assessing wildlife/forest management needs, including the stewardship of endangered species, and overseeing routine and remedial maintenance of gates, fences, boundary markers, and trails. The SD will also spend significant time in the office drafting reports, writing grants, and maintaining a large set of working files.
- The SD will identify, plan, and coordinate ecological restoration projects, forest/wildlife management projects, and recreational area development projects with private contractors, conservation partners, and volunteers.
- The SD will work with FLT leadership to ensure lands are managed for their highest conservation value and in accordance with national accreditation standards.
- The SD will be responsible for keeping up-to-date management plans and staying current with management prescription for fee-owned properties, particularly two properties that are enrolled in the Certified Family Forest Program with Alabama Forestry Association.
- The SD will guide field trips to Freshwater Land Trust preserves and project sites for friends, donors, and board members, and will be called upon often to give public presentations.
- The SD will create/follow protocols and procedures for site assessments, data collection and management, and project management.
- The SD will represent Freshwater Land Trust at conferences, meetings, events, and academic and government institutions to give presentations for scientific, outreach, and development purposes.
- The SD will collaborate with partnering organizations on important regional conservation projects.
- The SD will work with and manage stewardship intern programs and volunteers.
- Other duties and responsibilities as directed by the Executive Director, Land Committee, and Board of Directors.

WORKING CONDITIONS/PHYSICAL CONSIDERATIONS

- May work in variable and sometimes adverse weather conditions in remote locations on difficult and hazardous terrain under physically demanding circumstances
- May experience considerable physical exertion with the possibility of physical injury
- Will be required to work some long hours, evenings, and weekends
- Occasional travel to conferences or workshops

KNOWLEDGE AND SKILLS

- Knowledge of ecology, forestry, natural resources management, environmental science, or related field and at least three years related work experience or equivalent combination of education and experience

- Demonstrated scientific knowledge of ecosystem functions and potential threats to those systems and proficiency in identifying woody and herbaceous plants and aquatic and terrestrial animals of Central Alabama
- Outdoor leadership skills and demonstrated ability to lead informative, fun, and inspiring fieldtrips on foot and by canoe
- Proficiency in completing tasks independently within assigned time frames
- Proficiency in handling multiple priorities and adjusting those priorities in response to changing circumstances
- Ability to assist colleagues in managing workflow throughout the organization (a.k.a. “wearing multiple hats”)
- Proficiency in using of Microsoft Office applications
- Proficiency in reading and understanding maps, especially topographic maps
- Proficiency in using geographic information systems (GIS)
- Proficiency in drafting reports and excellent file management skills
- Ability to do minor fabrication work with wood and metal preferred
- Ability to use a global positioning system (GPS) unit and/or spatial analysis apps in the field
- Experience driving a vehicle towing a trailer preferred
- Ability to work independently and to set and manage personal goals and objectives
- Experience and skill in first aid preferred
- Must possess and exercise sound judgment and maintain safety, particularly when working in the field

COMMUNICATIONS/INTERPERSONAL CONTACTS

- Ability to work cooperatively, adaptively, and cheerfully with a small staff, often under significant pressure
- Demonstrated ability to communicate clearly, both verbally and in writing with landowners, the public, volunteers, scientists, contractors, board members, and staff
- Knowledge of standard business communications
- Excellent writing skills
- Ability to conduct basic literature research, write grant applications, and secure funding for stewardship programs
- Ability to inspire others and speak to a large audience

RESPONSIBILITY/OVERSIGHT

- Reports directly to Executive Director
- Supervises and directs work of land stewards
- Oversees and directs work of interns and multiple volunteers
- Will oversee multiple contracted projects and must work effectively in managing project timelines and contractors

DECISION-MAKING LATITUDE

- Must be able to think strategically when planning projects and timelines and must also make tactical (“day-to-day”) decisions independently and efficiently
- Consults with Executive Director and/or Land Committee Chair regularly on stewardship activities and in the event of unusual circumstances or problems arising outside of delegated responsibilities