



2026 Seasonal Stewardship Assistant

Organization: Freshwater Land Trust

Time Requirement: 15–20 hr/wk

Duration: 26 wk (6 months) beginning in April.

Hours and dates flexible, but are primarily Mon–Fri, 9 AM–5 PM.

Ability to work at least one full day/wk preferred.

Occasional weekend work possible.

Payment: \$17/hr

Position Summary

Freshwater Land Trust (FLT) is a conservation-based nonprofit organization based in Birmingham, AL. FLT is a nationally accredited land trust whose goal is to protect the land and water of central Alabama for the flora, fauna, and people who call it home. To date, FLT has protected over 12,400 acres by acquiring property itself and working with private landowners to place their property into conservation easements. Many of these properties contain habitat for endangered freshwater species, some of which are found only in Alabama. In addition to land conservation, FLT also oversees the Red Rock Trail System®, an ambitious 750-mile planned network of trails, parks, bike lanes, and sidewalks connecting communities throughout Jefferson County.

The Seasonal Stewardship Assistant (hereafter “Assistant”) will work directly with Sam McCoy, the Land Stewardship Director, and Spence Overton, the Land Stewardship Coordinator. The Assistant may also work with other FLT staff, especially Outreach & Communications.

Primary responsibilities will be conducting annual monitoring visits of FLT’s properties to assess their condition and writing the subsequent reports detailing these visits. After an initial training period, the Assistant will have their own list of properties to monitor by themselves. These properties will predominantly be in Jefferson County, Alabama. The Assistant will use an FLT vehicle to travel to/from these properties. Through these visits the Assistant will gain experience with and knowledge of Alabama’s diverse habitats, field identification of flora and fauna, and use of field guides and maps.

Additionally, the Assistant will help the Land Stewardship Director and Land Stewardship Coordinator with restoration projects and habitat management. These tasks might include prescribed fire, removing invasive vegetation, planting native vegetation, species surveys, etc.

The Assistant will also work with Outreach & Communications staff to highlight Stewardship accomplishments and lead volunteer workdays. Highlighting Stewardship accomplishments will include collecting photos and videos from FLT properties for promotional use, and translating field notes into engaging, effective, and informative visual material for use on the FLT website and in social media. Leading volunteer workdays will primarily involve taking groups of volunteers out to FLT properties to remove litter and/or invasive vegetation.



The Assistant will have the opportunity to network with FLT's frequent collaborators (e.g., U.S. Fish and Wildlife Service, The Nature Conservancy, riverkeepers, etc.), meet with landowners and contractors, and participate in tabling events. Thus, it is expected that the Assistant represent FLT in a professional manner at all times.

The successful Assistant will gain skills and knowledge in habitat management, local ecology, common natural resource management practices, GPS mapping, descriptive reporting, field safety, and volunteer engagement.

Essential Duties and Responsibilities (training provided)

- Collect site-specific data on FLT's properties throughout central Alabama and trails in the Red Rock Trail System®
- Identify flora, fauna, and common environmental issues affecting these
- Use a map to navigate FLT properties
- Work with project partners, community partners, and volunteers to complete tasks and increase outreach engagement
- May be asked to assist with additional Stewardship or other tasks as needed
- Collect photos and videos on FLT properties for use by Outreach & Communications staff
- Help lead volunteer workdays

Assistant may also be provided with unique opportunities to...

- Direct projects and develop partnerships
- Meet and network with government, civic and community leaders, park and trail directors, and conservationists
- Develop paddling skills
- Develop GIS skills
- Gain insight into operations of non-profit sector

Qualifications

Required

- Bachelor's degree in biology, ecology, environmental sciences, environmental resource management, forestry, or related field
- Valid driver's license
- **Situational awareness. Individual must be safe and comfortable working outdoors in remote areas alone with the possibility of encountering wildlife or trespassers.**

Preferred

- Basic knowledge of Alabama plant and animal life
- Familiarity with ArcGIS and GPS technology



Core Competencies

- Ability to work independently in the field while demonstrating a strong work ethic and adherence to safety guidelines
- Ability to work as part of a team of staff and/or volunteers in the field
- Ability to act as a leader and uphold high ethical standards
- Excellent written and verbal communication skills
- Excellent attention to detail
- Willingness to learn new skills

Physical Requirements. Applicants must be able to...

- Traverse rough terrain in a variety of weather conditions to conduct physically-demanding field work
- Scale obstacles, including fences and downed vegetation
- Swim. Access to some properties involves crossing creeks

Diversity & Inclusion

Diversity and inclusion are foundational values of FLT and primary drivers of our work in the community and our workplace culture. A central tenet of our mission is to provide outdoor spaces and recreational opportunities to everyone in our geographical footprint, regardless of their location, income level, neighborhood demographics, or physical ability. As a result, our work helps grow the collective consciousness for protecting and enjoying the natural environment and strengthen social bonds between diverse populations. We intentionally seek work in marginalized communities in order to help build a more inclusive community in the Greater Birmingham and Central Alabama area.

As an organization, FLT believes that each of our employees brings unique and special skills, perspectives, and experiences to the table, and we strive to maintain a culture that allows each of them to thrive, succeed, and contribute to FLT's mission to their fullest potential. FLT provides equal employment opportunity to all individuals and does not tolerate any form of discrimination, harassment, or bullying based on race, color, religion, gender/sex, pregnancy, national origin, marital status, citizenship, age, disability, veteran or military status, genetic makeup, sexual orientation, or any other legally-protected characteristic.

How to Apply

Send a resume/CV, cover letter, and list of 2–3 references to Sam McCoy (sam.mccoy@freshwaterlandtrust.org) by March 4, 2026. Applicants will be contacted for an interview.