



# The Land Trust For Santa Barbara County

## **Job Description: Land Programs Associate**

The Land Trust for Santa Barbara County is looking for a Land Programs Associate to join our growing team. This is a full-time, exempt (salaried) position reporting to the Land Programs Manager. This position is scheduled Tuesday through Saturday. Spanish language fluency in speaking and writing is required.

Founded in 1985, The Land Trust for Santa Barbara County is a 501(c) (3) tax exempt California non-profit Corporation that conserves natural resources, agricultural land, and open spaces for the benefit of present and future generations. We have conserved more than 28,000 acres across Santa Barbara County. The Land Trust also owns and manages preserves with public visitors including Arroyo Hondo Preserve, a magnificent coastal canyon located west of Santa Barbara between Refugio State Beach and Gaviota State Park. The canyon preserve is home to thousands of plant and animal species, including several that are considered threatened or endangered. Docent-led tours for schools and community groups are scheduled throughout the year. The Land Trust is expanding our work so we can better serve everyone in this incredible county, this includes new community-based programs and creating a possible public preserve in the Santa Maria Valley.

### **About the Position:**

If you want to join our hard-working team committed to this work and are interested in building skills and gaining experience in multiple aspects of land conservation, we invite you to apply for the position of Land Programs Associate. Working in coordination with the Land Programs Manager, you will connect our community to the work of the Land Trust through meaningful programs such as a bilingual public hiking series, guided outdoor experiences, volunteer events, and other community activities and learning opportunities. You will spend 50% of your time working with our stewardship team monitoring conservation easements, a primary method of land conservation, and supporting the sustainable management of properties under our care.

The ideal candidate will be a creative-thinker and thoughtful communicator, who enjoys being outdoors and is passionate about nature and serving the Santa Barbara County community. They will be committed to building collaborative partnerships with individuals and organizations that bring different ways of knowing, stewarding, and engaging with nature. They will be energized by working with the community towards a common purpose and have relevant experience such as community organizing, events planning, volunteer organizing, public programs, or similar.

### **Responsibilities:**

- Support the development and management of community programs, such as the Land Trust Treks public hiking program and other opportunities to get communities outside in nature, including creating policies and operating practices for programs.
- Create digital and printed materials and presentations including program advertisements, information guides, and other tools for communication with a variety of audiences and purposes.
- Represent the Land Trust in various collaborations and working groups, public meetings, and events.
- Build and strengthen relationships with Tribes and BIPOC communities to meaningfully integrate the perspectives and priorities of historically marginalized communities into the Land Trust's work.
- Support efforts to develop a possible new public preserve in the Santa Maria Valley.
- Support conservation easement monitoring both in the field and the office, exercising discretion and independent judgment in field related matters.
- Support fundraising as appropriate including grant applications, donor tours, and special events.
- Support program and grant budget development and reporting as appropriate.

### **Required Qualifications:**

- 2+ years progressive program or project support in the areas of community programs, engagement or outreach working with diverse stakeholders.
- Strong interpersonal, oral, and written communication skills that can be adapted to reach a wide range of individuals and used to build consensus. Ability to synthesize and communicate technical and complex information for a non-technical audience.
- Spanish language fluency.
- Self-starter with a strong collaborative work ethic and ability to work independently.
- Willingness to travel regularly throughout the county and to work weekends and some evenings. This is a Tuesday to Saturday position.
- Proficient with presentation software, Microsoft Office, or an ability to quickly learn new software programs.
- College degree in relevant field or commensurate experience.
- Commitment to working with the community to advance the Land Trust's mission.
- Willingness to learn and maintain CPR/wilderness first aid certifications.

### **Additional favorable traits:**

- Previous experience creating and leading bi-lingual public programs in an outdoor setting.

- Experience engaging and elevating the voices, ideas, needs, and concerns of people historically marginalized in land use planning or conservation.
- Experience overseeing volunteers and interns.
- Field work experience, such as landscape maintenance, biological monitoring, surveying, habitat restoration, or similar.
- Familiarity with conservation easements.

**Essential Requirements:**

- Possess valid, insurable driver's license
- Ability to sit at a desk, type, bend, twist
- Ability to lift or move up to 40 pounds
- Ability to hike at least 6 miles over rugged terrain

**Compensation and Benefits:**

Compensation is commensurate within the non-profit field and is based upon experience. Benefits include generous vacation, paid health and dental premiums, retirement plan, and a supportive team culture. Successful candidates also have the opportunity to join an employer-sponsored retirement plan. This position is a full-time, exempt (salaried) position. Our office is based in downtown Santa Barbara, CA. This position requires frequent travel throughout the county. Currently we are working under a COVID-19 protocol and following our regional guidelines.

**How to Apply:**

Please submit a resume, and a compelling cover letter, to Leslie Chan at [info@sblandtrust.org](mailto:info@sblandtrust.org) with the subject: Land Programs Associate.

The position will remain open until filled. Application review will begin on August 12, 2022. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an initial phone interview.

The Land Trust for Santa Barbara County is an equal opportunity employer. Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status, or other characteristics protected by law.