



# The Land Trust For Santa Barbara County

## Job Description: Land Stewardship Coordinator

Location: Santa Barbara County

Job Type: Full-time, exempt position

Salary Hiring Range: \$60,000-\$75,000

### Position Summary

The Land Trust for Santa Barbara County is looking for a talented Land Stewardship Coordinator to join our dynamic team. This is a full-time, exempt (salaried) position reporting to the Land Stewardship Director. The Land Stewardship Coordinator supports oversight of the conservation easement portfolio for the organization, including conservation easement monitoring, support with enforcement and curing of violations, landowner education and relationships, support with easement amendments, agency relationships, restoration oversight, and supporting department administration. This position supports acquisitions by preparing for new land stewardship and monitoring obligations as requested. This position supervises vendors, contractors, and interns.

The Land Stewardship Coordinator works in collaboration with the team to ensure our organization upholds our perpetual conservation obligations and conducts all work in a proactive, professional, expert manner. This position will represent the organization throughout the county in a variety of settings, including in the field, in community meetings, and with supporters.

### About the Land Trust for Santa Barbara County

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 32,000 acres across Santa Barbara County and are a nationally accredited member of the Land Trust Alliance and California Council of Land Trusts. Currently, the Land Trusts holds 55 conservation easements with significant additional easements in process. The Land Trust also owns and manages several 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 Land Trust is expanding our work so we can better serve everyone in this incredible county, including new community-based programs and creating a possible public preserve in the Santa Maria Valley.

### The Opportunity

The Land Stewardship Coordinator will arrive at a time of remarkable growth and opportunity within the organization. Our ambitious strategic plan, combined with robust conservation funding and an innovative vision for growth, have positioned the Land Trust to extend its impact even further. As we approach our 40<sup>th</sup> anniversary, there is much work to do to ensure that our easement portfolio remains well managed, relevant, and that we meet the commitment made to communities throughout the county to protect land forever. If you want to join our hard-working team committed to our mission, we invite you to apply for the position of Land Stewardship Coordinator.

The ideal candidate will be conversant in local ecology and an adept learner of monitoring, enforcing, and amending conservation easements. This includes the project and people management that easement programs require. You are comfortable meeting with a variety of stakeholders, including landowners. You have strong organizational skills and expertise working in both an outdoor and office setting. You are a creative thinker and thoughtful communicator who enjoys being outdoors and is passionate about nature and serving the Santa Barbara County community. You are committed to building collaborative relationships with individuals and organizations that bring different perspectives to land stewardship. You are energized by working towards a lasting common purpose and have the aptitude to learn the complex world of conservation easements.

#### Responsibilities

- Coordinate and perform conservation easement monitoring visits, including preparation of monitoring reports and communicating with property owners and land managers
- Support in the monitoring and management of fee-owned preserves
- Develop and maintain thorough property records per Land Trust Alliance Standards & Practices
- Identify potential easement violations and support in their resolution and enforcement
- Support the Land Stewardship Director in pursuing easement amendments as needed
- Landowner relationship management built on trust, mutual respect, and Land Trust expertise
- Represent the Land Trust as the easement holder at a variety of meetings, including public meetings, site visits, and with neighbors
- Develop baseline documentation reports and management plans for new acquisition projects to identify conservation values, document existing property improvements and uses, and describe natural, agricultural, historic, and scenic resources
- Ensure the smooth transition of new conserved acres from acquisition to perpetual stewardship, including identifying stewardship needs for each property
- Coordinate with advisors and vendors to procure services, biological and other resource surveys, etc.
- Work closely with the Executive Director, Land Committee, Board of Trustees, Land Trust legal counsel, Land Stewardship Director, and Land Programs Associate to ensure our organization upholds our conservation obligations and conducts our work in a professional, expert manner
- Stay abreast of local, state, and federal policies relevant to land conservation
- Help with and attend Land Trust events as requested

#### Required Qualifications

- 2+ years of field work or other conservation experience, such as biological monitoring, surveying, habitat restoration, or similar
- College degree in relevant field, or commensurate experience
- Knowledge of Central Coast ecology, habitat types, conservation practices; knowledge of or the ability to quickly learn local flora and fauna
- Project management experience including ability to set objectives and manage multiple projects at once
- 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
- GIS and mapping skills (ESRI ArcGIS or Google Earth), including GPS, data analysis, database management, and ability to create clear, visually compelling maps to support a variety of conservation planning and land protection projects
- Proficient with office software programs, such as Microsoft Office, Word, Power Point, and Adobe Acrobat, or an ability to quickly learn new software programs
- Passion for land conservation and commitment to working with the community to advance the Land Trust's

mission

- Willingness to travel regularly throughout the county and occasionally to work weekends and some evenings. Our main office is based in downtown Santa Barbara, CA.
- Willingness to learn and maintain CPR/wilderness first aid certifications

#### Additional Favorable Traits

- Experience engaging and elevating the voices, ideas, needs, and concerns of people historically marginalized in land conservation
- Experience overseeing volunteers and interns
- Comfort with engaging donors and supporters of the Land Trust

#### Essential Requirements

- Possess valid, insurable driver's license
- Ability to sit at a desk, type, bend, twist
- Ability to lift or move up to 25 pounds
- Ability to hike at least 3 miles over rugged terrain

#### Compensation and Benefits

Compensation is commensurate within the non-profit field and is based upon experience. Annual compensation range is \$60,000-\$75,000. Benefits include generous vacation, paid health and dental premiums, 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. This position requires frequent travel throughout the county.

#### How to Apply

Please submit a resume, and a compelling cover letter, to Alison Petro at [info@sbandtrust.org](mailto:info@sbandtrust.org) with the subject: Land Stewardship Coordinator.

The position will remain open until filled. 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.