



Ensuring Our Future

Land Steward

7 Lakes Alliance's Land Steward oversees the care and use of conserved lands, both fee and conservation easements, within the 180-square mile Belgrade Lakes watershed in central Maine. The Land Steward will also work closely with the State of Maine as a key partner for stewardship of the Kennebec Highlands. The Land Steward helps achieve the 7 Lakes mission to "conserve the lands and waters of the Belgrade Lakes region for all" by helping to conserve water quality, along with the ecological, recreational, educational, scientific and other public benefits of conserved lands.

This is a full-time position with a benefits package, including health, vision and dental insurance; vacation and sick time; and a retirement plan. The position is based in our Belgrade Lakes office and includes significant time in the field.

RESPONSIBILITIES:

- Develop, update and implement management plans for each conserved property, along with developing and implementing work plans that maintain Land Trust Alliance accreditation compliance within an annual budget. Examples of plan components include: marking and maintaining boundaries; building and maintaining trails; conducting and overseeing forest management activities, natural resource inventories and management; developing maps; posting signs; building and maintaining structures; ensuring the safeguarding of sensitive resources; and showing properties to various contractors, 7 Lakes Board members and others.
- Monitor public use of 7 Lakes lands, both the properties we own and those on which 7 Lakes holds conservation easements, and implement partnerships to help steward public lands in the Kennebec Highlands.
- Develop and implement land protection strategies to address conflicts between users, overuse of fragile areas, illegal activities and encroachment on the properties.
- Develop and maintain complete records for each property, including information on ownership, communications, monitoring and work performed. Maintain records in support of 7 Lakes' Land Trust Alliance accreditation. Further, develop, implement and monitor data collection plots for scientific and carrying capacity studies.
- Prepare Baseline Documentation Reports for each easement property, and maintain accurate written and photographic records on the condition of each easement property over time, including a robust stewardship database with paper and digital files prepared in a prompt and ongoing manner.
- Conduct and/or coordinate annual (at a minimum) monitoring visits, including meeting with landowners, coordinating and overseeing site visits with volunteer stewards, walking the restricted properties, and preparing and distributing monitoring reports.

- Assist in development of fee acquisitions and conservation easements by working with other land staff on various stages of land transactions, including developing annual stewardship budgets. Assist with development and fundraising activities related to land conservation.
- Develop and maintain relationships with property owners, neighbors, town officials, other organizations and a wide variety of community members. Coordinate meetings and other interactions as needed. Serve as a resource to landowners, local governments and communities, other local land trusts, and other staff by providing technical natural resources information and giving occasional presentations.
- Develop, coordinate and supervise volunteer opportunities, ensuring the safety of volunteers and staff at all times. Coordinate and engage a volunteer stewardship committee and other volunteers, and help build and strengthen a volunteer base.
- Supervise interns and/or seasonal staff, including interviewing and selecting part-time employees, skills training, scheduling and work plan development.
- Coordinate and lead outreach programs and/or events to build public understanding of and support for 7 Lakes' land conservation programs, including stewardship days, walks/hikes, talks, boat trips, and workshops with diverse groups.
- Prepare and distribute information regarding stewardship activities, and descriptions and information on conservation lands, including on our website, maps and kiosks, in articles, and in other written materials.

QUALIFICATIONS

- Bachelor's degree in a natural resources-related field.
- Minimum of three years of direct work experience, preferably natural resources-related (conservation planning, land trust/land protection work, natural resource management, environmental education, natural resource management, forestry, trail design, etc.).
- Excellent field skills working with maps, compasses and GPS systems, along with handling and maintaining tools and equipment, reading terrain, and identifying natural resource sensitivities and constraints. Basic carpentry skills. Familiarity with land management tools. Boat handling skills with small and medium-sized boats, including navigation and basic boat mechanics, is a plus.
- Good physical fitness required to perform duties.
- Excellent interpersonal and communication skills, preferably including public-speaking. Strong writing skills with the ability to write baseline and management reports, and newsletter pieces.
- Skilled use of computers and software, including Microsoft Office, Word, Excel, and ArcGIS, Google Earth and GPS to produce maps.
- Good program management skills with the ability to develop programs and budgets.
- Ability to work both independently and as part of a team.
- Forestry or arborist training and invasive plant management experience helpful.
- Familiarity with the region and its communities, both on land and water, is desired, as well as a knowledge of the region's geography, culture, flora and fauna.
- Passion for the outdoors and connecting people with the outdoors.

WORKING CONDITIONS AND PHYSICAL DEMANDS:

Field work is performed outdoors in all weather conditions and requires climbing, walking, bending, crouching, lifting, reaching and other physical abilities. Operates GPS, compass, camera, boats/marine vessels, trucks, tractor, trailer, lawnmower, chainsaw, table saw and related power tools, hand tools, and other equipment. Regular local travel is required. Night and weekend work is occasionally required.

Some work is performed in an office environment involving use of a computer and other office equipment, particularly during winter. Some job duties may be performed at home upon approval.

TO APPLY: Send a cover letter and resume to info@7lakesalliance.org, subject "Land Steward." Position will be open until filled. Interviews will begin May 1, 2023. Start date is as soon as feasible.

7 Lakes is an equal opportunity employer dedicated to creating an inclusive culture in which employees from diverse backgrounds can thrive and support our mission. We do not discriminate on the basis of race, color, sex, gender identity, national origin, age, disability, veteran status, sexual orientation or any other characteristic protected by law. We value a diverse workplace and strongly encourage qualified individuals with disabilities and those from diverse backgrounds to apply.

External and internal applicants, and incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation as determined by management on a case-by-case basis.

This job description is not an employment agreement between the employer and employee and is subject to change by the employer as the employer's needs and job requirements change.