



Protecting our lands and waters for generations to come

Stewardship Associate Position Description

Location: Bremerton, WA
Salary: \$45,000 to \$48,000 commensurate with experience
Benefits: Health insurance, retirement, 15 days/year vacation, 12 days/year personal leave, and 11 holidays/year
Job Status: Full-Time (40 hours/week)
Reports To: Stewardship Manager
Closing Date: Open until filled

Great Peninsula Conservancy

Great Peninsula Conservancy (GPC) is an accredited nonprofit land trust dedicated to acquiring and stewarding ecologically valuable lands in west Puget Sound, Washington. GPC has preserved over 11,500 acres of forests, salmon streams, shorelines, and community greenspaces, helping wildlife and people thrive. GPC is committed to creating inclusive environments and equitable opportunities within our organization, the conservation movement, and in the great outdoors. Come join a dynamic team dedicated to protecting wildlife habitat and connecting people with nature.

Position Description

The Stewardship Associate assists the Stewardship Manager and Stewardship Coordinator in all aspects of stewardship of Great Peninsula Conservancy's conservation easements and fee-owned properties totaling 3,000 acres across 125 properties. The focus of this primarily field-based position is to ensure that all GPC properties are documented, monitored, and stewarded. Responsibilities include annual monitoring and maintenance, maintaining stewardship equipment and files, and helping to lead stewardship work crews (volunteer and paid). The Stewardship Associate also assists the Stewardship Manager and Stewardship Coordinator in preparing management plans, baseline documentation reports, and planning and implementing stewardship projects.

Responsibilities

- Perform on-site baseline and annual monitoring visits to assess and characterize conservation land conditions.
- Assist in the identification, documentation, and resolution of noted encroachments and violations.
- Assist Stewardship Manager and Stewardship Coordinator with preparation of management plans (fee-owned properties) and baseline documentation reports (conservation easements).
- Assist with planning and implementing conservation practices including invasive species control, restoration, and public access.
- Assist Volunteer Land Stewards (VoLS) with conducting annual monitoring of GPC conservation easements and fee-owned properties, using Landscape Conservation Software.
- Prepare monitoring reports using Landscape Conservation Software.
- Perform property maintenance: install/replace gates, fences, signs; trash removal; stake boundaries.
- Maintain stewardship equipment, conduct annual inventory, and replace equipment as needed.
- Maintain stewardship files, data, and documentation according to property records policy.
- Collaborate with other staff to advance organizational priorities and achieve GPC's mission.
- Other duties as assigned.

Qualifications

- Two years of experience in land stewardship, natural resources management, or other land conservation field.
- Bachelor's degree in biology, natural resources, conservation, or related field.

Stewardship Associate

Job Description

- General understanding of land use principles and land conservation issues.
- Experience with land management techniques and practices, including habitat restoration planning and implementation.
- Working knowledge of ArcGIS and other mapping tools.
- Ability to work independently and as part of a team.
- Ability to perform physically challenging work outdoors and in all weather conditions on uneven terrain.
- A passion for conservation and commitment to the mission, values, and goals of Great Peninsula Conservancy.
- Valid, insurable driver's license/record.
- Ability and willingness to work some non-standard hours for events, including holidays, evenings, and weekends.

Preferred Experience

- Working knowledge of gas-powered mowers, chainsaws, weed whips, and hand tools.
- FAA Drone Pilot certification or willingness to become certified.
- Familiarity with the land trust model and Land Trust Standards and Practices.
- Familiarity with the region's flora, fauna, ecosystems, geography, forest management practices, restoration, conservation partners, and government institutions.

Skills

- Ability to develop and maintain positive working relationships with a broad range of project partners, stakeholders, and colleagues.
- Ability to address issues constructively, either independently or by seeking managerial guidance and support when needed.
- Ability to remain focused, outcome-driven, and meet deadlines.
- Ability to communicate effectively in person and in writing.
- Ability to navigate in remote locations with compass, maps, and GPS device.
- Ability to learn computer applications quickly or familiarity with programs such as Microsoft Word, Excel, PowerPoint, and Outlook.

Application Deadline

Open until filled. Anticipated start date is September 1st, 2023.

Don't meet every single requirement? Studies have shown that women and people of color are less likely to apply to jobs unless they meet every qualification. At Great Peninsula Conservancy, we are dedicated to building a diverse and inclusive workplace. If you are interested in this role but your experience does not check all the boxes, we encourage you to go ahead and apply. You may be the right candidate for this or another role in our organization.

To Apply

Submit [cover letter and resume](#) to Administrative Manager Michelle Graves at Michelle@greatpeninsula.org.