



BEAR YUBA LAND TRUST Job Announcement December 2020

CONSERVATION EASEMENT STEWARD

Located in the Central Sierra Nevada foothills where the Yuba and Bear Rivers define the land stretching from the rugged mountains in the east to the rolling oak woodlands in the west, Bear Yuba Land Trust (BYLT) has been a cornerstone organization in Nevada and Yuba Counties since 1990. To date, BYLT has conserved over 17,500 acres of the region's natural open space, agricultural lands, forests, public trails, and watercourses. BYLT actively works with a wide variety of local landowners, as well as local, state and federal agencies, to conserve important lands and build public trail systems, which define and inform the region's core values, economy and character. BYLT is a 501(c)(3) nonprofit organization accredited by the national Land Trust Alliance.

The BYLT seeks a full-time Conservation Easement Steward with experience in land protection, ecology, and ArcGIS mapping software. Responsibilities encompass planning and implementing conservation easement monitoring, training and oversight of volunteers, interns, and/or other staff engaged in these activities, and preparation and maintenance of conservation easement records. This position is vital to ensuring that BYLT fulfills its conservation easement responsibilities and meets or exceeds the requirements of the Land Trust Alliance (LTA) Standards and Practices.

Core responsibilities will include:

- Organization and implementation of BYLT's conservation easement stewardship program and ensuring that BYLT's conservation easement stewardship meets or exceeds the LTA Standards and Practices.
- Ensure completion and documentation of annual conservation easement monitoring of all conservation easements.
- Assist with evaluation of and response to actual and potential conservation easement violations.
- Cultivate relationships with landowners and conservation partners.
- Create annual monitoring reports for compliance.
- Work with conservation easement landowners on violations, amendments and property improvements.
- Mapping for incoming project evaluation and existing property management.

Additional responsibilities:

- Creation of maps and images for land protection initiatives and campaigns and for stewardship records.
- Participation in BYLT's outreach events and field trips.

- Participation in BYLT's application for re-accreditation under the LTA Land Trust Accreditation Program.
- Other tasks as assigned by the BYLT Stewardship Manager and/or Co-Executive Directors in support of BYLT's mission.
- Participation in BYLT's evaluation of new conservation easement projects, including communication with landowners and work with BYLT Board and Committee members.
- Documentation of conservation easement properties with photographs, GPS, and other data.

Qualifications and Skills:

- Bachelor's degree in relevant field (e.g., resource management, environmental studies, natural science, forestry) and three years relevant experience; or master's degree in relevant field and one year professional experience.
- Familiarity with conservation easements and other land conservation mechanisms and understanding of land conservation techniques, practices, and trends.
- Excellent oral and written communication skills and interpersonal skills.
- Excellent organizational abilities.
- Proficiency in Microsoft Office software
- Proficiency in ArcGIS technology.
- Ability to interpret maps, surveys, and other field documentation.
- Willingness and ability to work outdoors, hike rough terrain, navigate via map, compass, and GPS and work alone in the field as necessary.
- Ability to work independently as well as collaboratively and to accomplish tasks professionally and efficiently.
- Valid driver's license and access to a reliable and insured vehicle for work-related travel within California.

The Conservation Easement Steward reports directly to the Stewardship Manager. While most job activities take place within the organization's Grass Valley, CA office, travel throughout the service area including on backroads, dirt tracks and trails through agricultural, forested, and natural areas can be expected to occupy a significant portion of the position's workload. BYLT has a work truck available for staff use.

This is a full-time (32+ hours/week) position that supervises no staff. The holder of this position must possess a valid, insurable driver's license and be able to occasionally work non-standard hours, including evenings and weekends. Salary for this position is commensurate on experience.

BYLT is an Equal Opportunity Employer. We offer a competitive salary and comprehensive benefits including paid vacation, holidays, and benefits including group health insurance, 403b retirement plan, flex-work options, and technology reimbursement. To learn more about BYLT, please visit our website at www.BYLT.org.

Interested applicants should submit a cover letter, resume, and three professional references via email to info@bylt.org.

Application reviews will begin on January 25, 2020.