



Join Our Team – Land Stewardship Manager

Position Summary

Bayou Land Conservancy seeks a skilled natural resources professional dedicated to upholding the conservation values on BLC's protected lands in the Houston region, and committed to sharing your passion for our local ecology to a wide range of stakeholders.

Bayou Land Conservancy (BLC) is a nonprofit organization that preserves land along streams for flood control, clean water, and wildlife. For more than 25 years BLC has been at the forefront of land conservation in the Houston region. With more than 14,000 acres protected in SE Texas, our land protection focus is the Lake Houston watershed, an area that provides the drinking water for millions of people each day. We also host thousands of people each year on our 14-mile Spring Creek Nature Trail, near The Woodlands. Our Spring Creek Greenway Ambassador Program provides environmental education to adults in our community and helps support our land conservation projects. Our office is located in northwest Harris County. To learn more about BLC, please visit www.bayouland.org or find us on social media.

Job Description

Position: Land Stewardship Manager

General Statement of Duties:

This position will provide leadership in Bayou Land Conservancy (BLC)'s conservation fieldwork and stewardship projects that improve the environmental conditions of the lands protected by BLC with a focus on the Lake Houston watershed. Promote and raise the profile of conservation efforts along river and bayou corridors, other properties with significant wildlife habitat value and, places where family recreation can occur in harmony with nature. Support BLC's mission to preserve land along streams for flood control, clean water, and wildlife. Comply with Land Trust Standards and Practices set by the Land Trust Accreditation Commission.

Job Responsibilities:

Stewardship

1. Serve as staff lead on conservation easement stewardship, including coordinating annual monitoring visits, providing expertise on land management, and resolving issues on protected lands. Coordinate and manage volunteers and landowners for visits. Ensure annual monitoring program complies with Land Trust Standards and Practices set by the Land Trust Accreditation Commission.
2. Serve as existing landowners' primary contact for communications related to the conservation easement. Follow-through with landowners on management questions and preserve violations stemming from annual surveys and ongoing relationship management.
3. Perform fieldwork, including ecosystem assessment, field monitoring, and management and research duties associated with wildlife habitat and water quality preservation. Lead the coordination of baseline flora/fauna inventories. Coordinate and manage volunteers.
4. Oversee enhancement and restoration work, in conjunction with Executive Director and Conservation Director. Provide land management recommendations for the maintenance of invasive species and trash removal; perform fieldwork including ecosystem assessment, field monitoring, and management and research duties associated with wildlife habitat and water quality preservation.
5. Serve as subject matter expert (in coordination with Conservation Director) on local flora/fauna, ecology, wildlife biology, etc.
6. Serve as technical lead in implementing and training staff and volunteers on field technology and information database.
7. Develop and submit grants related to stewardship funding opportunities.
8. Provide direct supervision to biology interns, and other seasonal or temporary volunteers as assigned.
9. Serve as staff co-liaison to Lands Committee, other committees as appropriate.
10. Uphold BLC spatial data for consistent and accurate information for internal and external (volunteer) purposes.

Acquisition

1. Assist Conservation Director with evaluation of new conservation projects) by conducting site visits, analyzing ecosystem health, communicating recommendations to the Lands Committee, and drafting conservation easement documents. .
2. Map floodways, floodplains, soils, wetlands, and other spatial data using ArcGIS, Google Earth, and Basecamp. Produce maps of BLC's preserves and project areas for site investigation and review.

Demonstrate proficiency in GPS navigation and orienteering with both a GPS and compass.

3. Foster and maintain productive professional relationships with landowners and regulatory agencies.
4. Read and interpret surveys, legal descriptions, cartography, and aerial photography.
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Community Engagement

1. Contribute to social media engagement, when appropriate.
2. Assist Community Conservation Manager with development and implementation of Spring Creek Greenway Ambassador Program.
3. Maintain positive relationships with volunteers.
4. Give public education presentations to adult and youth organizations on BLC's mission and local ecology.
5. Provide support to Community Conservation Manager for No Child Left Inside Environmental Education program.
6. Assist with other program initiatives and perform other responsibilities as needed under the direction of the Conservation Director

Qualifications:

1. Bachelor's Degree in Biology, Land Conservation, Environmental Studies, Natural Resources Management, or related field of study required.
2. Knowledge of the ecology and habitat requirements. Understanding of principles and practices of natural resource management, including fish and wildlife habitat, recreational use, and the management of water, timber, range, and other resources.
3. Ability to apply professional principles and practices of real estate.
4. Knowledge of applicable federal and state real estate law, including EPA Section 10 and Clean Water Act 404 regulations and rules; must be able to comprehend and apply these regulatory processes, is a plus, but not required.
5. Knowledge of legal descriptions and the ability to read aerial photographs, topographic and other types of maps and plats, and boundary surveys. Ability to develop accurate site boundary maps. Ability to recognize and evaluate effects of physical land features, such as land types and classifications.
6. Excellent oral and written communications, team-oriented work practices, and strong statistical and technical problem-solving skills required. Ability to work effectively with a wide variety of personalities and interests, including working with people on highly sensitive financial and real estate issues. Ability to effectively present written and verbal information and respond to questions from landowners, the general public and other project stakeholders.
7. Ability to work independently and in a group setting.

8. Advanced proficiency with Microsoft Word, Excel, Geographical Information Systems (GIS), and Powerpoint applications required; experience with Microsoft Outlook and Dropbox preferred
9. Ability to maintain a valid driver's license, regular use of a car, current auto insurance, and ability to travel throughout the greater Houston area.

Compensation & Benefits:

- Salaried, full-time exempt position with bonus potential
- Flexible 40-hour work week schedule
- Simple IRA with up to 3% annual salary match
- Health care, dental & vision benefits
- Starting two weeks paid vacation and 11 paid holidays
- Salary commensurate with experience \$40,000-\$50,000

Lines of Supervision:

The Land Stewardship Manager reports directly to the Conservation Director.

Bayou Land Conservancy is an equal opportunity employer and actively works to ensure fair and equal treatment of its employees and constituents regardless of differences based on an individual's race, color, religion, sex, age, marital status, veteran status, sexual orientation, disability, political affiliation, or any other protected characteristic. We value people of all experiences, backgrounds, and perspectives, and we understand that diverse perspectives are crucial to ensuring a successful organization.

DISCLAIMER: The above statements are intended to describe the general nature and level of work being performed by people assigned to this job class. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

HOW TO APPLY:

To apply, email resume and cover letter to info@bayouland.org. No phone calls, please. If possible, please remove all identifying information (photos, LinkedIn, etc.) from your resume in an effort to help us reduce unconscious bias from our resume review process. We are committed to cultivating an inclusive environment where a diverse group of people can and want to do their best work, and that starts with our hiring practices.