



TITLE:	Seasonal Conservation Technician	POSITION TYPE:	Part-time, seasonal, and non-exempt (24 hours/week)
LOCATION:	Bedford Hills, New York Field-based	REPORTING TO:	Preserve Manager

BACKGROUND and OVERVIEW:

Westchester Land Trust (WLT) is a conservation organization dedicated to preserving and restoring natural landscapes to benefit the communities we serve. We work with public and private partners to protect land in perpetuity in Westchester and eastern Putnam counties—a densely populated region under persistent threat from the pressures of development. WLT has protected 9,622 acres of land since our founding in 1988. We work across urban, suburban, and exurban areas to promote environmental stewardship, land preservation, and connections to nature. More than 1,360 acres of land are owned by the organization across a network of 34 preserves. Twelve preserves are open to the public, two are in the process of being readied for public access, and the remainder are not open to the public due to sensitive habitat or other reasons.

WLT is committed to fostering a diverse, inclusive, and equitable culture while expanding the reach and impact of our programs through innovative partnerships, impactful land conservation, and stewardship. We are dedicated to continued listening, learning, and growth. As a result, we are adjusting our organizational systems, structures, and policies to increase equity, address opportunities for growth, and expand the spaces in our organizational culture for those who have not been historically included. WLT is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Diverse candidates and candidates with nontraditional backgrounds are encouraged to apply.

Visiting Westchester Land Trust's preserves are the most common way for people to engage with our mission to protect and restore our community landscapes. Our culture of care calls for us to care for both our land and the communities we serve, and the Conservation Technicians are integral to that calling. With a strong focus on visitor experience and habitat management, the position works with a small professional stewardship team and offers exposure to land conservation, nonprofit operations, and the opportunity to develop practical field skills.

WORK LOCATIONS:

This position's work is primarily outdoors at our network of 34 across Westchester and eastern Putnam counties. When in the field, this position requires situational awareness and working in variable weather conditions under physically demanding circumstances. ***The Seasonal Conservation Technician should plan to work up to three days (around 24 hours) a week through the end of 2026.***

PH: 914-234-6992
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WESTCHESTERLANDTRUST.ORG

403 HARRIS ROAD
BEDFORD HILLS, NY 10507

KEY RESPONSIBILITIES:

Percent ranges are estimates over the course of a year, and may fluctuate depending on season, staffing, and weather conditions.

HABITAT MANGEMENT and VISITOR EXPERIENCE (75-85%)

Help to ensure WLT's preserves are safe, welcoming, and accessible community spaces and support WLT's position as a regional leader in habitat restoration and management.

- Provide a safe, welcoming, and enjoyable visitor experience at preserves through the maintenance and repair of trails, kiosks and signs, parking areas, and other preserve infrastructure.
- Steward WLT preserves as model properties for habitat management, including maintaining deer fencing, conducting invasives species management, and installing and maintaining native plantings.
- Manage the day-to-day use and maintenance of stewardship tools and equipment.
- Maintain accurate, timely documentation of field work through reports, photos, and memos.

MONITORING and ENCROACHMENTS (10-15%)

Assist in the defense of WLT's preserve portfolio.

- Comply with Land Trust Alliance standards and practices.
- Assist with annual preserve monitoring and reporting.
- Assist with boundary property surveying and staking.

ORGANIZATIONAL CAPACITY (5-10%)

Contribute to a culture of care through organizational management, supporting organizational events, and celebrating individual and team successes.

- Participate in biweekly staff meetings, attend Board Meetings, when possible.
- Serve as a WLT ambassador for outreach, education, fundraising events, and other projects and programs as needed.
- Other duties as assigned.

SKILLS and QUALIFICATIONS:

- High school or college graduate with strong interest in land management, ecology, environmental science, recreation management, or related field. ***Relevant experience or nontraditional training may be accepted in place of academic degrees.***
- Ability to prioritize safety and situational awareness in the field.
- Requires considerable physical exertion and/or muscular strain including hiking several miles alone over uneven, wooded, and wet terrain; standing, bending, twisting, lifting, pushing/pulling.
- Basic landscaping and carpentry experience, or the willingness to learn and master, using hand tools and power equipment (i.e., chainsaws, trimmers, hand drills, etc.).
- Trail maintenance or building experience is a definite plus.
- Ability to identify common native and invasive plants is strongly preferred.
- Frequent travel within WLT's mission area; valid driver's license.
- Ability to work some evenings and weekends.

PERSONAL ATTRIBUTES:

- Enthusiasm and dedication for conservation. Prior experience with land stewardship or closely related activities preferred.
- Willingness and desire to learn more about land conservation
- Robust work ethic and ability to work both independently and as part of a team.
- Problem solver adaptable to changing environments, conditions, and differing perspectives.
- A sense of humor.

WLT is committed to cultivating a staff that is representative of the communities we serve. We are open to the possibility that a great candidate for this job may not precisely meet all the above criteria; if you believe you're the right person for this job, we encourage you to apply.

SALARY and BENEFITS:

This is an entry-level non-exempt position, with a rate of \$20-23/hour, based on experience. This position accrues sick/personal time off and other mandatory benefits required by law.

TO APPLY:

Send resume and cover letter to info@westchesterlandtrust.org.

Your cover letter should answer the following: *Describe your connection to conservation. What strategies do you use to approach and overcome challenges, and how might you apply a similar approach in this role?* Applications without a cover letter **will not be reviewed**.

No phone calls or emails, please. Applicants will receive a notification to confirm receipt of their application. Notifications will be sent on a weekly basis. Successful candidates will be invited for an in-person interview. Applications will be accepted until the position is filled.

Westchester Land Trust is an equal opportunity employer and acts in accordance with applicable laws in all of our hiring and employment practices.