



# Westchester Land Trust

<b>Job Title:</b>	Conservation Apprentice	<b>Position Type:</b>	Part-time, Temporary, Non-Exempt
<b>Location:</b>	Bedford Hills NY	<b>Reporting To:</b>	Preserve Manager

## Background and Overview

Westchester Land Trust (WLT) works with public and private partners to preserve land in perpetuity and to enhance the natural resources in Westchester and eastern Putnam counties—a densely populated region under persistent threat from the pressures of development. Founded in 1988, WLT has preserved 9,000 acres of open space. More than 1,000 acres of land are owned by the organization, many of which are free and open to the public year-round. WLT was one of the first land trusts in the nation to receive accreditation through the Land Trust Accreditation Commission.

Westchester Land Trust is committed to persistent learning, educating, and training about race, bias, and systemic racism. We are proactively 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. Westchester Land Trust is committed to creating a diverse environment and is proud to be 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.

**WLT is seeking two passionate high school or college students with outdoor education or conservation field experience for our conservation apprenticeships. Students with experience working in crews to accomplish stewardship projects, such as the Groundwork Hudson Valley’s Green Team, or other similar field- and stewardship-centric experiences, are especially encouraged to apply.**

**The goals of the apprenticeship are to develop new skills, learn about the different roles within a regional land trust, and gain field experience in nature preserve management. Work will primarily focus on land stewardship (preserve management and restoration) under the mentorship of the WLT preserve manager and conservation technician. Apprentices will also work with WLT staff responsible for other aspects of WLT’s work, such as urban conservation, land acquisition, communications and fundraising, and our on-site farm. Apprentices will work together as a team for most field work and will complete a final project that integrates professional leadership, communications, and land management skills.**

**Work Locations:** Field/Outdoors Most of the work is outdoors at WLT nature preserves throughout Westchester and eastern Putnam counties (such as Otter Creek Preserve in Mamaroneck and Westchester Wilderness Walk / Zofnass Family Preserve in Pound Ridge) as well as WLT headquarters in Bedford Hills, NY. Indoors: Plan to report to the office every morning. Indoor work includes report writing, meetings and trainings, learning from WLT staff, or when inclement weather prevents safe field work.



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**Tasks:** 25% urban conservation; 25% trailwork and ecosystem restoration; 25% education and professional skills development; 25% other, including final project.

**Transportation:** Lack of access to a personal vehicle should not be a barrier to applying, as WLT is committed to work with qualified candidates to find low- or no-cost transportation options such as carpooling with WLT staff or public transportation with a stipend.

## **Duties and Responsibilities**

- Learn about the different roles and responsibilities of land trust staff
- Develop a professional understanding of land management goals and objectives
- Engage with WLT's urban conservation work
- Assist in trail mowing and maintenance
- Efficiently identify and remove invasive plants
- Maintain and help develop ecological restoration projects
- Engage with preserve hikers and neighbors
- Complete and present a final project with guidance from the WLT preserve manager
- Help lead volunteer or educational programs and events
- Produce photos and written content to support WLT communications, including social media, newsletters, and other outreach material
- Assist WLT staff with projects as needed

## **Requirements**

- High school or college student with strong interest in land management, ecology, botany, recreation management, horticulture, or related field
- Experience with land stewardship or closely related activities
- Support for the principles of diversity, equity, inclusion and justice in conservation
- Proven ability to successfully complete projects in field conditions
- Enthusiasm and dedication to environmental conservation
- Interest in learning and quickly becoming proficient in new skills
- Comfort working both independently and in teams
- Willingness to prioritize safety and situational awareness in the field
- Facility in communicating with people of all ages and backgrounds

## **Other Requirements**

- Ability to walk several miles per day over rough terrain in all weather conditions
- Willingness to learn to safely use power equipment like weed whackers and hand drills



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**Compensation:** \$15/hour, 9 weeks, 32 hours/week.

**Job Term:** Mid-June 2023 through mid-August 2023.

**To apply:** Please send cover letter and resume to [info@westchesterlandtrust.org](mailto:info@westchesterlandtrust.org). The cover letter should focus on the two questions below:

- (1) Why are you interested in a career in conservation, and
- (2) What is an example from your life of working on a team to accomplish a goal?

No phone calls please. Applications without a cover letter will not be reviewed. Applications will be accepted until position is filled.

WLT encourages candidates to apply even if they do not feel that they fulfill all the requirements of the position.

*Westchester Land Trust is an equal opportunity employer and acts in accordance with applicable law in all of our hiring and employment practices. All mandated COVID-19 safety guidelines will be followed.*

Date: 2/9/2023