



**TITLE:** Conservation Apprentice      **POSITION TYPE:** Part-time, Temporary, Non-Exempt  
**LOCATION:** Bedford Hills, New York      **REPORTING TO:** Program Manager

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#### **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 9,250 acres of open space, through conservation easements, preserves, and assisting partner organizations. We work across urban, suburban, and rural areas to promote environmental stewardship, land preservation, and connections to nature. More than 1,200 acres of land are owned by the organization, much of which are free and open to the public year-round.

WLT is committed to fostering a diverse, inclusive, and equitable culture while expanding the reach and impact of our programs through innovative partnerships, and 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.

#### **APPRENTICESHIP GOALS:**

Westchester Land Trust's conservation apprenticeship program is designed to provide high school graduates and college students an authentic paid experience to explore and pursue a career in conservation. We expect a ratio of 65% field-based work to 35% office work. The goals of the conservation apprenticeship are to:

- Introduce apprentices to the nonprofit conservation sector and land trusts specifically.
- Learn how a land trust operates, including understanding the fundamentals of preserve management, easement stewardship, land protection, communications, and development.
- Practice communication skills, which may include professional presentations, reports, video, and social media.
- Build leadership skills by supervising volunteer events on our preserves.
- Develop critical thinking and project management skills through completion of a final project.

For 2026, WLT is seeking two passionate apprentices with field or outdoor education experience. Students with experience working on crews to accomplish stewardship projects, such as Groundwork Hudson Valley's Green Team, or similar field-based experiences, are especially encouraged to apply.

A majority of the program will focus on preserve management (i.e., invasive species management, meadow and forest restoration, visitor experience and accessibility improvements), conservation easement stewardship, and land protection under the mentorship of WLT's stewardship and land protection team.

Apprentices will also shadow staff responsible for other aspects of WLT's work to learn about and support nonprofit management, fundraising, communications, and community engagement. This may include creating social media content, guest authoring newsletter articles, crafting outreach and fundraising content, and co-leading volunteer and educational programs. Additionally, apprentices may conduct field-based and office-based work at Sugar Hill Farm including support of WLT's food pantry garden.

## **RESPONSIBILITIES**

- Implement ecological health improvements
- Efficiently identify and remove invasive plants
- Assist in trail and deer fencing maintenance
- Help lead volunteer events and/or educational programs
- Support WLT's urban engagement programs
- Learn about the different roles and responsibilities of land trust staff
- Complete and present a final project with guidance from the WLT Preserve Manager and Program Manager
- Produce photos and written content to support WLT communications including social media, newsletters, and other outreach material
- Engage with preserve hikers and neighbors
- Assist WLT staff with projects as needed

## **REQUIREMENTS**

- High school graduate or college student with interest in land management, sustainable agriculture, ecology, botany, horticulture, environmental education, recreation management, or related field
- Enthusiasm and dedication to environmental conservation
- Experience with land stewardship or relevant activities
- Support for the principles of diversity, equity, inclusion, and justice in the field of conservation
- Ability to successfully complete projects in field conditions under tight timelines
- Interest in learning and quickly becoming proficient in new skills
- Comfort working both independently and collaboratively
- 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
- Ability to safely lift 45 pounds
- Willingness to learn to safely use power equipment like weed whackers and hand drills
- Candidates should be at least 18 years of age by the start of the apprenticeship
- Weekend and evening work may be required

## COMPENSATION, SCHEDULE, AND WORK LOCATIONS

\$22/hour, 32 hours per week (Monday through Thursday). Paid bi-weekly.  
9 weeks, roughly June 2026 through August 2026.

## WORK LOCATIONS

### Field/Outdoors

Most of the work is outdoors at Westchester Land Trust's nature preserves throughout Westchester and eastern Putnam counties in New York.

### Indoors

Plan to report to the office every morning. Office space will be provided at WLT's headquarters (Sugar Hill Farm) in Bedford Hills, New York.

## TO APPLY

WLT encourages candidates to apply even if they do not feel that they fulfill all the requirements of the position. Please send cover letter and resume to [info@westchesterlandtrust.org](mailto:info@westchesterlandtrust.org) using the following subject line: **[LAST NAME] Apprenticeship Application 2026**.

Applications without a cover letter will not be reviewed.

Your cover letter should focus on the two questions below:

- (1) Why are you interested in a career in conservation, and how will this opportunity help support your goal?
- (2) What does "conservation" mean?

## HIRING SCHEDULE

Applications will be accepted until February 8.

Confirmation of receipt will be sent via email on a weekly basis beginning Friday, January 16.

Candidates selected for interviews will be notified by email. No phone calls please.

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

POSTING DATE: January 8, 2026