



KAWARTHA LAND TRUST

Protecting the land you love.

Job Ad –Stewardship Technician (Conservation & Restoration Technician)

Reports to: Land Stewardship Manager

Compensation: 35 hours per week at \$17.00 to \$19.00 per hour (dependent on experience)

Contract Period: May 11th to Sept 4th

Overview

The Kawartha Land Trust (KLT) is a dynamic land conservation charity with an impressive track record of growth. Our mission is caring for lands entrusted to us and helping others protect the land they love in the Kawarthas. We do this by accepting donations of ecologically-significant lands and/or interest in lands and by engaging the community in support of this work through gifts of time and money to ensure those lands are cared for, in perpetuity.

Our successes have been achieved through the work of our dedicated and growing volunteers and donors, supported by our core staff.

The organization permanently protects over 4100 acres of land in the Kawarthas. We manage that land for ecological integrity and for the opportunity that it presents to engage the community in land conservation. We maintain 31 km of trails on our properties and actively manage habitat on hundreds of acres of land.

For more information on the Kawartha Land Trust and to consider further if you may be a fit for this opportunity, see KLT's website, online/media or social media presence.

Tasks and Responsibilities

The technician will help implement stewardship activities, property management tasks, monitor KLT properties and assist with ecological inventories. Everyone at the Kawartha Land Trust is responsible for being a positive ambassador for our mission and vision. All staff work with volunteers, donors and the public and the ability to be a friendly and authentic representative of our organization is very important to success in the role. Under the direction of the Stewardship Manager the position will perform the following duties:

- Invasive species management on KLT properties using herbicide and manual removal techniques (European Buckthorn, Dog-strangling Vine, Garlic Mustard)
- Tree and shrub planting for habitat creation and restoration
- Supporting native prairie habitat restoration
- Monitoring of owned conservation lands and conservation easement lands

- Creation and maintenance of trails using chainsaw, hand tools and brush mower
- Light carpentry on properties to build boardwalks, signage, fences etc...
- Land management tasks (garbage clean up, dealing with trespass issues)
- Organize logistics for safe and efficient field work
- Recording and reporting on work performed
- Use of a motor boat for weekly monitoring and cleanup of our island property
- Communicating with the public who are on KLT properties
- Assist with the collection and storage of data including ecological inventory data, GIS and GPS data, photos and the preparation of reports and applications
- Provide leadership to one or more volunteers on the above tasks

Desired Level of Education and Experience

- Individuals possessing or working towards a degree or diploma in natural resource management, ecological restoration, environmental science or studies, biology, or related disciplines will be considered. Relevant work experience can compensate for formal education.
- Candidates should have least 2 season of field work experience related to land stewardship or restoration, park or conservation area management or forestry
- You must have work or personal experience showing a comfort with outdoor work, a positive attitude in adverse weather conditions, and comfort navigating off-trail. The position will require physical ability to walk long distances carry equipment
- Experience supervising volunteers or staff in the field would be an asset
- Experience communicating conservation ideas with the public and presenting a professional image is important
- Experience with some of the following property management tasks is required through professional and personal experience: Rough carpentry, landscaping, tree felling and pruning, tree planting, fence building, installing signage, vegetation management
- Ability to confidently identify priority Invasive (non-native) plants of the Kawarthas
- A knowledge of the flora, fauna and ecological communities of the area and standard protocols for their assessment is an asset. Opportunities to develop these skills will be available.

Additional Criteria

- Must fit the following criteria:
 - Between the ages of 15-30
 - Legally entitled to work in Canada
- Must have a valid G2 license and **access to a personal vehicle** (mileage will be compensated)
- In possession of or ability to obtain a boater's licence
- Pesticide Exterminator license and experience is an asset
- Chainsaw license and experience is an asset
- Must be prepared to work some evening and weekends
- Must be prepared to work alone in the field on occasion

Mentoring and Training Plans

The Stewardship Manager will meet with the technician to ensure that they understand their roles and responsibilities, after which regular meetings will be scheduled. Day to day supervision will sometimes be provided by the Stewardship Manager, or knowledgeable volunteers, however some work will be performed independently without supervision and the technician will be empowered to take leadership

on planning and executing tasks. Members of the Land Stewardship Committee will also provide mentoring and training. Members of this committee include experts in fisheries and plant biology, forestry and ecology. Opportunity to job shadow with members of this committee as well as senior KLT staff will be available.

KLT is committed to providing a safe and healthy work environment for staff. KLT will ensure that staff have the necessary certifications and qualifications to do the job (i.e. Boating Licence). The position will require working with herbicide. If the eligible applicant is not in possession of an Exterminator's license, KLT will pay for this testing and support the training. If the candidate has experience using a chainsaw but is not certified, KLT can arrange certification. First aid training will be provided.

Application Process

- Your application should include a resume and a covering letter **as one document** which specifically addresses how your skills and qualifications relate to the job tasks and responsibilities. The cover letter should be no more than one page long.
- Send application as a PDF or Word document with the following file name format: Last Name, First Name_ Stewardship Technician).
- **Email your cover letter and resume in one document to Kawartha Land Trust at info@kawarthalandtrust.org by 12:00 NOON on March 20th, with the subject line "Stewardship Technician".**

Kawartha Land Trust (KLT) values diversity and inclusion and encourages applications from all qualified applicants. Accommodations for applicants with disabilities are available upon request for all aspects of the recruitment process. Please note however, that at this time, KLT offices are not wheelchair accessible.

KLT welcomes your interest in this opportunity to make an impact on one of Canada's most outstanding landscapes and engage with a committed community of supporters. For more information on the Kawartha Land Trust and to consider further if you may be a fit for this opportunity, see KLT's website, online/media or social media presence. www.kawarthalandtrust.org

Thank you for your interest in Kawartha Land Trust. Although we appreciate all applicants taking the time to express their interest in joining the Kawartha Land Trust team, only candidates selected for an interview will be contacted.