



KAWARTHA LAND TRUST

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Land Stewardship Technician - Field Team Lead

Reports to: Land Stewardship Manager

Compensation: 40 hours/week at \$20-25/hr. depending on experience

Contract Period: ASAP to October 31, 2024

Positions: 1

Overview

Kawartha Land Trust (KLT) is a dynamic land conservation charity with an impressive track record of growth. Our mission is to care for the lands entrusted to us and help others protect the land they love in the Kawarthas. We create nature reserves for future generations by acquiring ecologically important properties and/or interests in properties. We also enhance our stewardship of the land by engaging landowners in land care initiatives through our Partners in Conservation program.

Founded in 2001, KLT protects 34 properties that include more than 6750 acres of ecologically diverse lands, some of which include hiking trails that introduce thousands of people to nature in the Kawarthas every year. We have achieved our successes through the work of our dedicated and growing team of donors, volunteers and supporters. Together, we can ensure more natural spaces in the Kawarthas are preserved forever.

KLT works within the Treaty 20 Michi Saagiig Territory and we are dedicated to continuing to create meaningful connections and relationships with First Nations communities in our region as we build upon these connections.

Tasks and Responsibilities

The Field Team Lead will oversee and participate in stewardship activities, property management tasks, property monitoring and restoration projects. This role will act in a supervisory/coordinator capacity for other field staff and volunteers. 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 Land Stewardship Manager the position will perform the following duties:

- Acting as a field supervisor to technicians, volunteers and other field participants
- Organize logistics for safe and efficient field work
- Track and manage progress on field projects and overall stewardship activities
- Plan and organize field activities on a bi-weekly/monthly timeline
- Invasive species management on KLT properties using herbicide and manual removal techniques (European Buckthorn, Dog-strangling Vine, Garlic Mustard)
- Supporting restoration projects via planting, seed collection/dispersion and habitat maintenance
- 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)
- Recording and reporting on work performed
- Communicating with the public 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
- Conducting species inventories across varying habitats with a focus on species at risk and unique ecosystems

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 4 season of field work experience related to land stewardship or restoration, park or conservation area management
- 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/staff in the field and schedule management 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 and maintenance, landscaping, tree felling and pruning, tree planting, fence building, installing signage, vegetation management, species/land classification surveys
- Ability to confidently identify priority Invasive (non-native) plants of the Kawarthas
- Knowledge of flora, fauna & ecological communities of the area and standard protocols for their assessment is an asset. Opportunities to develop these skills will be available.

Additional Criteria

Due to funding requirements for this position, candidates must fit the following criteria:

- be between 15 and 30 years of age (inclusive) at the start of employment;
- be a Canadian Citizen, permanent resident, or person on whom refugee protection has been conferred under the Immigration and Refugee Protection Act [S.C. 2001, c. 27]*; and
- be legally entitled to work according to the relevant provincial / territorial legislation and regulations.

*International students are not eligible. Recent immigrants are eligible if they are Canadian Citizens or permanent residents.

In addition, candidates must:

- Must have a valid G2 license and **access to a personal vehicle** (mileage will be compensated)
 - A vehicle capable of towing a light trailer is an asset
- In possession of or ability to obtain a boater's licence/ORCKA certification
- 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

Orientation and Training

The Land Stewardship Manager will meet with the Field Team Lead to ensure that they understand their roles and responsibilities, after which regular meetings will be scheduled. Day to day supervision will sometimes be provided however work will often be performed independently without supervision and the Field Team Lead will be empowered to take leadership on planning and executing tasks. Training will be provided in the following areas

- Woody stem management, tree felling techniques and safe use of chainsaws
- Introduction to best management practices for invasive species including appropriate use and safety around liquid herbicides for the control of invasive species
- Navigation using GIS apps and software in the Arc suite
- Introduction/background information related to KLT's mission, history and goals
- Species at risk survey protocols
- Land management techniques and use of equipment
- Field work logistics and planning

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.

Opportunities and Perks of the Position

- Spending time outdoors in protected areas with access to beautiful views, high biodiversity areas and network of dedicated environmental professionals
- Opportunities to participate in surveys and fieldwork to protect/enhance habitat for species at risk and overall ecosystem health
- Gaining management and project coordination experience in the environmental sector
- Access to training opportunities with professionals in a wide range of areas including ecological land classification, forestry, land conservation techniques, ecosystem restoration, non-profit work and grant writing, trades and advances landscaping techniques

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_ Field Team Lead).
- **Email** your cover letter and resume in one document to Kawartha Land Trust at info@kawarthalandtrust.org with the subject line "Field Team Lead".
- **Applications will be accepted until the position is filled.**

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.

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.

For more information on the Kawartha Land Trust please visit www.kawarthalandtrust.org