



P.O Box 2338,
1545 Monaghan Rd.
Peterborough, ON K9J 7Y8
705-743-5599
kawarthalandtrust.org

Conservation and Restoration Technician

Reports to: Land Stewardship Manager

Compensation: 35 hours/week at \$20-22.20/hr. depending on experience

Contract Period: May 4th to August 28th, 2026

Positions: 1

Overview

Kawartha Land Trust (KLT) is a land conservation charity that protects natural and working lands for future generations. Our mission is to care for the lands entrusted to us and help others protect the land they love in the Kawarthas.

Founded in 2001, KLT protects and cares for thousands of acres of ecologically diverse lands. Our public access nature reserves welcome thousands of residents and visitors each year and our community events provide experiential and educational opportunities in nature.

All land in the Kawarthas is interconnected. KLT's growing Partners in Conservation program allows us to increase our impact for nature on our shared landscape by working with landowners on land care initiatives throughout the region.

With your support and that of our donors, volunteers, and funders, we can ensure more natural spaces in the Kawarthas are preserved forever.

KLT works within Michi Saagiig Nishnaabeg territory. We are committed to strengthening our understanding of our treaty responsibilities and finding opportunities to collaborate with Williams Treaties First Nations in the spirit of reciprocity.

Tasks and Responsibilities

The Conservation and Restoration Technician will help implement stewardship activities, property management tasks, monitor KLT properties and assist with restoration projects. KLT staff are required to be positive ambassadors for the organization. The ability to be a friendly and authentic representative of our organization is very important to success in the role. Under direction from the Land Stewardship Manager the Conservation and Restoration Technician will be responsible for the following:

- Monitoring KLT's owned conservation lands
- Assist with monitoring of KLT Conservation Easement Agreement lands
- Creation of new trails based on established site plans
- Maintenance of new and existing trails and infrastructure (boardwalks, signage, fencing, etc.)
- Habitat restoration through tree/shrub planting, seed collection, vegetation removal, etc.
- Invasive plant species management on KLT properties using herbicide and manual removal techniques (European Buckthorn, Dog-strangling Vine, Garlic Mustard)



KAWARTHA LAND TRUST
Protecting the land you love.

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- Data collection, data entry, and reporting on work performed to inform future stewardship activities
- Assist with inventories and the collection and storage of data, including species data, GIS and GPS data, photos, and the preparation of reports
- Hauling/trailing equipment (field tools, canoes, mowers, etc.) to KLT-protected properties
- Acting as a KLT Ambassador to the public on KLT properties
- Working alongside and supporting volunteer contributions to the above tasks as needed.
- Adhering to health and safety field practices and supporting safe work practices among fellow staff and volunteers
- Other duties as required

Desired Level of Skills and Experience

- Candidates should have least two seasons of field work experience related to land stewardship and/or restoration, park or conservation area management, or forestry
- Demonstrated comfort working outside in diverse weather conditions for extended periods and the ability to navigate off-trail terrain safely, while maintaining a positive attitude,
- Ability to walk long distances carrying field equipment for extended periods of time
- Understanding of risk management and its applications in the field
- Ability to work both independently and self-directed, as well as contribute as a positive team member
- Ability to learn new skills quickly, problem solve, and know when to ask for support
- Experience supporting 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 and maintenance, landscaping, tree felling and pruning, tree planting, fence building, installing signage, vegetation management, species/land classification surveys, invasive species management
- Ability to confidently identify priority invasive (non-native) plants in the Kawarthas' region
- Knowledge of local flora, fauna and ecological communities of the area and standard protocols for their assessment is an asset

Desired Level of Education

- Individuals possessing, or working towards, a degree or diploma in natural resource management, ecological restoration, environmental science or studies, biology, or related disciplines (demonstrated relevant experience, will also be considered).

Additional Criteria

- Ability to lift/carry 45 lbs and work for extended periods of time outdoors
- Must have a valid G2 license and **access to a personal vehicle** (mileage will be compensated)



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- A vehicle capable of towing a light trailer is an asset
- Pesticide/exterminator license and experience is an asset
- In possession of or ability to obtain a boater's licence
- Chainsaw certification 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

Funding requirements for this position:

To be eligible, youth must:

- be between 15 and 30 years of age at the beginning of the employment period;
- be a Canadian citizen, Permanent Resident, or person to whom refugee protection has been conferred under the *Immigration and Refugee Protection Act* for the duration of the employment, and;
- have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations

Orientation and Training

The Land Stewardship Manager will meet with the Conservation and Restoration Technician to ensure that they understand their roles and responsibilities. Day-to-day supervision will sometimes be provided; however, work will often be performed independently without supervision and the technician 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 plant 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

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. 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 training and testing.



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Opportunities and Perks of the Position

- Spending time outdoors in protected areas with access to beautiful views, high biodiversity areas
- Being part of a network of dedicated environmental professionals
- Opportunities to participate in surveys and fieldwork to protect/enhance habitat for species at risk and overall ecosystem health
- 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 advanced landscaping techniques

Application Process

- Your application should include a resume and a covering letter **as one document** that specifically addresses how your skills and qualifications relate to the job tasks and responsibilities of the role. 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 as one document to Kawartha Land Trust at info@kawarthalandtrust.org **by 12 p.m. (noon), March 16th, 2026, with the subject line "Restoration and Conservation 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.

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