



Hiring: Stewardship Manager Position

Lower Shore Land Trust
100 River Street
Snow Hill, MD 21863
443-234-5587

Overview:

The Lower Shore Land Trust (LSLT), a non-profit, charitable organization based on the Eastern Shore of Maryland, is dedicated to preserving the natural heritage, rural character and historic landscapes of Somerset, Wicomico and Worcester counties. The LSLT works with interested landowners to identify, evaluate, and implement available land protection options.

LSLT seeks to hire a Stewardship Manager to identify conservation, restoration and enhancement projects that deliver water quality and wildlife habitat improvements and engage new partnerships in conservation planning. The Stewardship Manager will carry out opportunities for enhanced best management practices (BMPs) and will prioritize properties for protection and restoration to help meet Watershed Implementation Plans (WIP) goals for Wicomico, Somerset and Worcester counties. This position carries out various phases of land acquisition projects, including the development of baseline reports and management plans. This data will also help LSLT to create a business plan that will delineate protection goals for the next 2, 5 and 10 years given varying levels of fiscal resources.

LSLT currently holds conservation easements on 20,000 plus acres granted by more than 115 different landowners. Stewardship (monitoring the conservation easements for compliance) is an integral part of the work of LSLT. In addition to ensuring compliance with the easements, stewardship provides important landowner outreach and communication about additional conservation tools and opportunities. LSLT currently engages a part-time stewardship coordinator and uses a core group of volunteers to assist with the effort and to engage in the mission of land protection. The Stewardship Manager will work with the Stewardship Coordinator and volunteers to complete annual monitoring.

Duties & Responsibilities:

- Mapping and spatial analysis of LSLT easement portfolio to determine potential for modification to require BMPs that result in tangible water quality improvement;
- Develop roundtable partner meeting for review of Farm Bill Programs, land protection options and innovative practices currently identified for use in the Chesapeake Bay watershed;
- Develop educational brochure for private landowners highlighting WIP endorsed BMP's and their benefits, available conservation programs with program contacts and technical assistance providers' information;
- Coordinate workshops for private landowners to provide information on implementing water quality improvement measures on their property;
- Assist the Land Programs Manager to prepare baseline documentation reports;

- Assist the Executive Director and Land Programs Manager with developing a strategic land conservation plan for the Lower Eastern Shore;
- Develop and maintain strong relationships with a broad array of stakeholders, including conservation organizations, funding partners, landowners, government agencies, community groups, local businesses and private partners in order to identify and implement shared conservation priorities;
- May involve supervision/training of staff and volunteers;
- Oversee the monitoring of conservation easements on the Lower Shore, including both direct monitoring and coordinating the work of volunteers;
- Identify additional grant funding opportunities for land preservation and conservation and assist the Executive Director in preparing grant applications. Other related duties as assigned.

The position is full-time. Salary will be based on experience and qualifications.

The position is grant funded and is for 2 years with the potential to be extended. The position is based in Snow Hill, MD.

Preferred Qualifications:

- Minimum of a bachelor's degree in environmental sciences or biology, and five years of program management or program implementation experience;
- Certificate in Geographic Information Science Fundamentals or a minimum of working knowledge of Geographic Information Systems (GIS) and preparing mapping projects using ArcGIS;
- Proficiency in Microsoft Word, Excel, PowerPoint;
- Strong verbal and written skills in order to communicate project goals effectively and convincingly to diverse audiences through direct community outreach, written newsletters and social media;
- The ability to manage staff and volunteer crews effectively, respectfully and appreciatively;
- Strong organizational skills for tracking multiple projects and reporting on project status
- Flexibility and the ability to work independently;
- Prior experience with land transactions and conservation easement projects;
- Working knowledge of the Land Trust Alliance Standards and Practices;
- Valid driver's license with good driving record and own transportation and clean background check;
- Week day, weekend and evening availability required

Benefits package: We offer a benefits package that includes paid time off (vacation, sick and holiday) and health care.

Please submit resume and cover letter with at least 3 references to Kate Patton, Executive Director for Lower Shore Land Trust at kpatton@lowershorelandtrust.org by July 16, 2018; position open until filled.