



The Elkhorn Slough National Estuarine Research Reserve (ESNERR) is a 1700-acre ecological reserve comprised of tidal wetlands, freshwater wetlands, oak woodlands, scrub, and grassland habitats. It is owned and managed by the California Department of Fish and Wildlife (CDFW), and it operates in partnership with the National Oceanic and Atmospheric Administration (NOAA) and the Elkhorn Slough Foundation (ESF).

Position: ESNERR Land Steward

This is a full-time (40 hours per week) grant-funded position that is regularly scheduled for weekdays with occasional weekend or evening work. The Land Steward is an employee of the Elkhorn Slough Foundation and will be responsible for stewardship on the ESNERR lands which are owned by the California Department of Fish and Wildlife. This is a two-year grant-funded position with the possibility of extension contingent on continued funding.

Compensation: \$30/per hour

Reporting Structure:

This position is jointly supervised by the Stewardship Coordinator and the Native Plant Conservation Manager. Both supervisors report to the CDFW Reserve Manager.

Duties and Responsibilities

- Conduct site visits to project areas to monitor progress, support restoration activities, and inform adaptive management decisions
- Maintain restoration areas including habitat plantings, amphibian ponds, and other project sites through vegetation management tasks including weed whacking, mowing, and support of existing plantings
- Coordinate with contractors, volunteers, and labor crews on stewardship and restoration projects, including irrigation system repairs and improvements as directed by supervisors
- Operate and maintain various field irrigation systems
- Lead regular volunteer projects and engage students and interns in stewardship and native plant conservation projects
- Assist Native Plant Conservation Manager in native plant and seed production activities including nursery management, seed production, and upkeep and general repair of stewardship tools and equipment
- Help to upkeep phytosanitary practices in the nursery and field projects to reduce pest and pathogen release into the wild (sterilize pots, soils, tools, maintain shoe baths)



- Maintain computer files, maps, images, and databases
- Track expenditures and submit timely documentation for all purchases

Qualifications

- Knowledge of Monterey County's native flora, coastal ecosystems, restoration ecology principles, and integrated weed management strategies
- Strong interpersonal and communication skills with demonstrated experience supervising and collaborating with volunteers, interns, and diverse individuals
- Excellent organizational and time management skills
- Adaptability to work both independently and collaboratively within a team environment
- Physical capability to work in diverse field conditions including woodlands with poison oak present, and navigate uneven terrain
- Proficiency in proper use, maintenance, and safe operation of field equipment including vehicles, tractors, power tools, herbicide application systems, and hand tools
- Valid driver's license with minimum 3 years of driving experience and clean driving record (required for travel to remote field sites)
- Experience with hands-on land management activities or equivalent combination of education and work experience
- Proficiency with email, word processing, and basic computer applications

Desired Qualifications

- Possession of or ability to obtain a Qualified Applicator Certificate
- Experience using GIS or other mapping technology

Physical requirements

- This position requires the ability to perform physical work outdoors in various weather conditions
- Job functions will require lifting and moving items up to 50 pounds with or without accommodation
- Regular standing, walking, bending, and navigating uneven terrain
- Operation of vehicles, ATV, John Deere Gators, and equipment such as weed whackers and chainsaws



Benefits:

Elkhorn Slough Foundation offers a competitive benefits package, including employer paid health, dental, and vision benefits, and life insurance. In addition, we offer TIAA 403(b) retirement benefits with a 5% employer contribution upon completion of 1st work anniversary, a flexible health spending account, paid holidays and sick time, and two weeks accrued vacation.

To Apply: ESF encourages individuals to submit their resume and cover letter electronically through our [website](#).

The Elkhorn Slough Foundation is an equal opportunity employer. We encourage individuals from all backgrounds to apply.