



The Elkhorn Slough National Estuarine Research Reserve (ESNERR) is a 1726-acre ecological reserve comprised of tidal wetlands, freshwater ponds, oak woodlands, coastal 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: Stewardship Specialist

Location: 1700 Elkhorn Rd Royal Oaks, CA 95076

This is a full-time (32 hours per week) non-exempt, grant-funded position that is regularly scheduled weekdays with occasional weekend or evening work. The Stewardship Specialist is an employee of the Elkhorn Slough Foundation and will be responsible for stewardship on ESNERR lands, which are owned by CDFW. This is a two-year grant-funded position with the possibility of extension contingent on continued funding.

Compensation: \$40 per hour

Reporting Structure: This position is supervised by the Stewardship Coordinator, who reports to the CDFW Reserve Manager.

Duties and Responsibilities:

- Implement resource management projects as outlined in ESNERR's management plan. This includes invasive species control (with physical and chemical means), habitat maintenance, and habitat restoration activities, with an emphasis on projects in non-tidal habitats
- Manage contractors, consultants, land management crews, volunteers and others in stewardship projects
- Conduct monitoring activities as part of an adaptive management approach to habitat restoration, and as part of property conservation, protection and management
- Help maintain infrastructure and tools that support Reserve stewardship activities (greenhouse irrigation, wash station, seed storage sheds, stewardship-owned tools)
- Maintain regular communication with Stewardship Coordinator regarding land management tasks and priorities
- Communicate project goals, processes, and outcomes effectively to a variety of audiences including land managers, local community members, organizational partners, and volunteers
- Participate in other parts of the stewardship program as needed, including helping with the prioritization of stewardship projects; assisting in the development of grants to fund them; and helping the Nursery Manager with native plant seed collection and propagation
- Create and maintain reports, files, maps, images, and databases related to resource management

Qualifications:

- Knowledge of habitat restoration principles and methods, the flora of Monterey County, coastal habitats, weed management strategies



- Successful prior project management
- Strong interpersonal skills with a demonstrated ability to oversee contractors, crews, volunteers and/or interns
- Strong organizational and time management skills
- Ability to work well both independently and as part of a team
- Knowledge and skills to use and maintain field tools and equipment, and operate vehicles and a tractor
- Knowledge and ability to apply herbicide (possession of a Qualified Applicator Certificate desired, or willingness to obtain certificate upon hire).
- Computer experience with proficiency using Microsoft Office and GIS software and creating presentations
- Possession of valid California driver's license with 3 years of driving experience and a clean driving record

Physical Demands and Working Conditions

This is a hands-on role that involves work in outdoor restoration, office, and occasionally the nursery/greenhouse settings.

- Standing, walking, bending, kneeling, stooping, reaching, and lifting for extended periods.
- Lifting, carrying, pushing, and pulling materials, tools, plants, soil, seed, irrigation supplies, and equipment weighing up to 50 pounds.
- Working outdoors in varying weather conditions, including heat, cold, wind, rain, and sun exposure.
- Working on uneven terrain, slopes, muddy conditions, and remote restoration sites.
- Operating vehicles, utility vehicles, hand tools, power tools, irrigation equipment, and other stewardship equipment.
- Exposure to dust, soil, pollen, insects, poison oak, and other environmental conditions associated with restoration and stewardship work.
- Occasional evening or weekend work to support stewardship projects, volunteer events, and organizational priorities.

Education and Experience: Bachelor's degree in ecology, environmental science, natural resources management, biology, conservation biology, environmental studies, agriculture, forestry, or a closely related field and three (3) years of progressively responsible experience in land stewardship, habitat restoration, natural resource management, conservation land management, or related work; OR An equivalent combination of education, training, and experience that demonstrates the knowledge, skills, and abilities required to successfully perform the duties of the position. Relevant field experience may substitute for education on a year-for-year basis.

Benefits:

Elkhorn Slough Foundation offers a competitive benefits package, including 92% employer paid health, 100 % employer paid dental, and vision benefits, and life insurance for full-time staff working 30 hours or more per week. 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.



How to Apply: The following three items are required to be considered for the position:

1. Your resume
2. A letter of interest that addresses qualification requirements, notes availability to start.
3. Please submit application through our website: elkhornslough.org/about/careers/

Applicants with the most relevant experience and qualifications suitable for the position will be contacted for interviews. No calls, please. **This position is open until August 24, 2026. However, we may close the application window sooner if we receive a high volume of qualified candidates.**