



Land Steward

Full-time position at The Cibolo Center for Conservation in Boerne, Texas

Salary range: \$45,000-\$55,000 DOE

The Cibolo Center for Conservation's mission is to promote the conservation of nature through education, stewardship, and community connections. We provide programming for children, youth, adults, and families while protecting and managing over 200 acres of natural areas. Our dynamic team brings passion, creativity, and knowledge to all that we do on our beautiful campuses along the Cibolo Creek and beyond.

SUMMARY

The Land Steward executes the Wildlife and Land Management Plan for The Cibolo Nature Center, Herff Farm, Sisterdale Sanctuary, and other organization-owned properties. This position reports to the Director of Land Conservation and works closely with the Buildings and Grounds team, the Farm and Nature Education Directors, and the Volunteer Coordinator, while serving as a member of The Cibolo Staff to ensure clear communication and effective land management and stewarded properties in accordance with the Wildlife and Land Management Plan.

This position is salaried and requires 40 hours weekly. Occasional weekend and evening work is required.

SKILLS AND EXPERIENCE NEEDED

- Prior successful professional experience working in a nature center, park, ranch, or similar setting.
- Knowledge of local flora and fauna, with the ability to assess and implement best land management practices.
- 'Growth mindset' with interest in learning new information and stewardship practices.
- Demonstrated ability to work with and lead children and adults.
- Comfortable working outdoors in varying weather conditions.
- Strong project and time management skills.
- Team player, self-directed and motivated, possesses problem-solving skills, and displays proactive initiative to make decisions daily.
- Excellent oral and written communication skills with attention to detail.
- High energy and physically fit with the ability to lift 50 pounds and walk the grounds.
- Friendly, people-person who can ask for and be asked for help when needed.
- Commitment to conservation and The Cibolo Center for Conservation mission.
- Experience using necessary land management equipment and tools.
- Valid Texas driver's license.

RESPONSIBILITIES

1. Initiate, design, execute, and document projects that are included in the Wildlife & Land Management Plan. Work with the Director of Land Conservation to assess additional land management issues and assign priority and needed actions.
2. Attend periodic meetings with staff and consultants to assess land management needs and discuss ongoing and finished projects.
3. Prepare and implement prescribed fire plan, trail construction and maintenance, invasive species removal, land restoration, equipment operation (chain saw, brush saw, UTV, ATV, tractor) and maintenance, boundary maintenance, and biological monitoring. Land Management work also includes keeping the land safe and trails cleared for visitors.
4. Purchase materials as needed with approval from the Director of Land Conservation.
5. Maintain equipment as needed.
6. Initiate, design, and direct special site projects with focus on habitat rehabilitation and restoration using scientific methods and framework.
7. In collaboration with the Volunteer Coordinator, lead and direct volunteers in land management projects on Cibolo-owned properties. Responsible for securing all materials and supplies needed and training volunteers. Work with Administrative Team to prioritize projects.
8. In collaboration with the Research Scientist, provide support to help design and implement conservation-based undergraduate internship program, including recruitment, administration, and supervision of interns.
9. Work with Community Science Program to ensure projects align and support the Wildlife and Land Management Plan and support research efforts through work.
10. Communicate and coordinate with the Buildings and Grounds team regarding tool use to ensure that there are no conflicts regarding limited resources.
11. Cultivate relationships with regional natural resource experts to ensure continued use of Best Management Practices on Cibolo-owned properties.
12. Support Research, Farm, and Education programs as needed.
13. Work occasional weekends as well as in demanding weather conditions.

If interested, please send a resume, brief cover letter, and three professional references in a single PDF to kel@cibolo.org. Position open until filled.