



Job Posting for 2023 Seasonal Land Steward

Una versión en español de este documento está disponible (Spanish version of this document is available)

The Kingston Land Trust (KLT) is seeking *one or two* Seasonal Land Stewards for the 2023 season. The primary role of the Seasonal Land Steward will be the caretaking, stewardship, and monitoring of KLT-protected land in the City of Kingston, Town of Ulster, and Town of Hurley, in accordance with the mission and culture of our organization represented by our tagline “Land for All, All for Land”. A secondary role will be community outreach and engagement to support the KLT’s efforts in connecting people with the land. The land steward(s) will primarily work with the KLT Conservation and Stewardship Director, but will also collaborate with the entire staff team. While there are some necessary and preferred qualifications and experience for this position, there will be a lot of opportunity for learning and growth on the job within our socially-oriented conservation organization that is continuing to grow and evolve. If this job description doesn’t exactly fit with your needs or interests, we are still interested in hearing from you!

Schedule and duration: This position will last for seven months (April to November, 2023). Minimum weekly hours will be 15 hours, with up to 30 hours possible based on mutual agreement at the time of hiring. A weekly schedule will be set at the beginning of employment, but will be flexible throughout the year.

Organizational culture: The KLT staff is governed by a Shared Leadership Team, which the Conservation and Stewardship Director is a part of. This culture of mutual accountability and collaboration will extend to the Seasonal Land Steward(s). We encourage staff to take advantage of professional development opportunities and contribute their own unique perspective to our organizational culture. We approach our work with the spirit of being in a mutually beneficial relationship with the land and incorporating ecological caretaking techniques that we acknowledge are based on practices of indigenous people, including those whose long-standing presence on this land we work to bring to light. We are also committed to authentic and democratic processes of community involvement in our work.

Location: The position will be mostly on KLT-protected land in the City of Kingston, Town of Ulster, and (less frequently) Town of Hurley. There will also be some minimal “office work” which can take place from home or at our office in Midtown/Uptown Kingston (computer provided). The land steward should be based in or near Kingston, NY, for the duration of this seasonal position.

Compensation: \$16-21 per hour, based on experience and qualifications, and health and wellness stipend

Responsibilities:

- Using KLT land stewardship plans as a guide, perform regular maintenance and ecological stewardship of land, such as planting and maintaining plants, stewarding opportunistic and spreading plant populations to increase diversity, building soil, mowing/trimming/weed whacking, moving wood and brush, removing litter and debris, building and maintaining trails, and installing and maintaining landscape amenities and protection against unwanted herbivory.
- Support monitoring of land and documentation of existing conditions and changes through field notes, photographs, and GPS points. Continue to update and refine land stewardship plans.

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- Support KLT workshops and volunteer events, including possible direct overseeing of volunteers
- Community outreach tasks such as engaging neighbors and representing the KLT at community events
- Support KLT Land Matching program by recruiting landholders and landseekers, facilitating matches, and supporting stewardship of KLT land match sites

Necessary experience and qualifications:

- Basic landscaping, gardening, horticulture, and/or farming experience (not necessarily as a profession)
- Must be able to lift 50 lbs.
- Comfortable working outside in varying weather conditions and temperatures
- Good communication and people skills

Preferred experience and qualifications (helpful but *not necessary*):

- Bilingual Spanish-English candidates preferred but not required (proficiency in *either* Spanish or English OK too)
- Valid driver's license
- Basic plant identification skills are a plus, but can be trained on the job
- Basic woodworking / building experience
- Firsthand knowledge of Kingston, NY, its community and geography

The KLT encourages applicants of all ages. The Kingston Land Trust is committed to building a culturally diverse staff and strongly encourages applications from BIPOC (Black, Indigenous, and People of Color). The Kingston Land Trust is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions are based on organization needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, criminal record, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate. The Kingston Land Trust will not tolerate discrimination or harassment based on any of these characteristics.

Interested applicants should send a **resume and a cover letter** (brief description of why you are qualified for and interested in the position) to **opportunities@kingstonlandtrust.org**. The **deadline for applications is Sunday March 26th**.

Contact greg@kingstonlandtrust.org with any questions about the position or application process