



## **2025 Seasonal Land Steward**

**Deadline to Apply:** April 9th, 2025

The Kingston Land Trust (KLT) is seeking a Seasonal Land Steward for the 2025 season. The primary role of the Seasonal Land Steward is the caretaking, stewardship, and monitoring of KLT-protected land in the City of Kingston, Town of Ulster, and Town of Hurley. A secondary role is community outreach and engagement to support the KLT's efforts in connecting people with the land. The land steward will primarily work in the Land Stewardship Circle with the Conservation and Stewardship Director and Land Stewardship Coordinator, but will also interact 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.

### **Responsibilities:**

- Regular stewardship, caregiving, and maintenance of KLT-protected land and amenities
  - Such as planting, maintaining, and propagating 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 Land Stewardship Circle in regular work planning and updating and developing land stewardship (land management) plans
- Regular monitoring and documentation of KLT-protected land through field notes, photographs, and GPS points
- Contribute to evolution of overall KLT land stewardship philosophy and practices
- Support inventory and maintenance of land stewardship tools and equipment
- Contribute to planning on public access improvements to KLT-protected land
- Support maintenance of good relationships with neighbors of KLT-protected land
- Contribute to land stewardship volunteer engagement strategies
- Volunteer recruitment, engagement, and tracking
- Support coordination and training of volunteers and community stewards
- Support leadership of volunteer stewardship events (including observation and visioning)
- Contribute to the planning of cultural activities on KLT-protected land
- Provide technical support to community members in land matching program

### **Necessary experience and qualifications:**

- At least 2 years of experience in land stewardship (ideally in both rural and urban natural environments)
- Native and non-native plant identification skills in this bioregion
- Experience and skills working with people (variety of backgrounds, identities, and ages)
- Good communication skills
- Aptitude for collaborative work

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- Self-motivated and strong work ethic
- Able to lift 50 lbs.
- Comfortable working outside in varying weather conditions and temperatures

**Preferred experience and qualifications:**

- Bilingual in Spanish and English
- Ecological landscaping, gardening, horticulture, and/or farming experience
- Background in ecology, restoration ecology, botany, environmental science, or related field
- Trail-building experience
- Construction / building experience
- Firsthand knowledge of the community and geography of our service area
- Experience with Google suite (Google docs, sheets, etc), Slack, and Asana (task management)
- Valid driver's license

**Hours, duration, schedule:** This is a part-time position (15 hrs per week) that begins on or around April 14th, 2025 and lasts until the end of December. The work schedule includes regular land stewardship days and meetings, volunteer events outside of normal business hours (weekday evenings and weekends), and flexible independent office and land work time. This position includes paid holidays off, if the holiday falls on a normally scheduled work day.

**Pay:** \$20 to \$25 per hour, depending on experience and qualifications

**Location:** City of Kingston, Town of Ulster, and Town of Hurley. In addition to at-home office work, the KLT office in Kingston, where we also have regular meetings, is available for use.

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**How to apply:**

- Send cover letter (brief description of why you are qualified for and interested in the position) and resume to [opportunities@kingstonlandtrust.org](mailto:opportunities@kingstonlandtrust.org))
- We will ask for 2-3 professional references if your application moves to a later stage
- Contact [greg@kingstonlandtrust.org](mailto:greg@kingstonlandtrust.org) with questions about the position or application process

**Equal Opportunity Employer**

The Kingston Land Trust is an Equal Opportunity Employer that values diversity in all areas of its operations. KLT is committed to equal opportunity in employment and promotion for all qualified persons without regard to race, color, age, religion, sex, marital status, sexual orientation, gender identity, gender expression, national origin, citizenship, military or veteran status, the presence of any sensory, mental or physical disability, pregnancy and childbirth, family responsibilities, or any other basis protected by applicable laws, regulations, or guidelines relating to discrimination in employment.