



Mississippi Valley Conservancy Job Posting 8/10/22

Position Title: Restoration Coordinator

Full-time salaried, 40 hours a week

Salary Range: \$38,000 – \$43,000

Location: La Crosse, WI

Job Overview and requirements

Here at Mississippi Valley Conservancy we are on a mission to conserve native habitats and farmlands in the Driftless Area for the health and well-being of current and future generations.

In this time of rapid climate change, our services help landowners and communities protect their land from development and restore resilience and biodiversity to the land.

We work with landowners who choose to permanently protect their private land through conservation easements. We also own and manage public nature preserves with a goal of restoring native habitats to enhance biodiversity and protect declining species in this time of global climate change. Through the efforts of our colleagues and volunteers we work to restore native habitat by removing invasive species, conducting prescribed burns, planting native species, and other best practices of habitat restoration.

Mississippi Valley Conservancy is seeking a team member dedicated to habitat restoration, permanent land protection, and public outreach. This position is responsible for coordinating and leading volunteers and school groups in habitat management activities, working alongside the land management team in completing habitat restoration and maintenance projects, acquiring grant funding, facilitating communications for volunteer work days, providing environmental education, GIS mapping, as well as land management planning and record keeping. Approximately 70% of time in this position will be spent in the field while 30% will be spent in the office or shop setting.

Mississippi Valley Conservancy is a nationally accredited, 501c3 non-profit, functioning as a hybrid organization with offices in La Crosse, WI. Our service area includes the Wisconsin counties of Buffalo, Crawford, Grant, Jackson, La Crosse, Monroe, Richland, Trempealeau, and Vernon. We work to create an inclusive, diverse and equitable workplace.

The Conservancy's work permanently protects forests, bluffs, prairies, wetlands, streams and farmlands that enrich our communities for the health and well-being of current and future generations. The Conservancy has protected over 23,000 acres, including over 5,000 acres of nature preserves open to the public.

Reports to: Land Manager

Supervises: Volunteers and Interns

Essential Responsibilities

- Carry out habitat restoration projects including prescribed burning, invasive species control, timber stand improvement, prairie restoration, wetland management, access and trail maintenance and other activities.

- Lead and expand the Conservancy's "For the Wild" volunteer program for habitat management.
- Work collaboratively with the Land Manager in accordance with the Conservancy's mission, strategic plan, land management plans and funding source guidelines.
- Supervise and lead the summer intern crews and volunteers as directed by the Land Manager.
- Prepare and maintain GIS files and maps for nature preserves and new project maps as needed.
- Work with conservation partners including federal, state, and local units of governments, conservation organizations, private landowners and other partners.
- Build successful partnerships with school groups, clubs, and other local resources to inspire a conservation ethic through habitat projects on Conservancy nature preserves.
- Connect the local community with the Mississippi Valley Conservancy mission.
- Provide public outreach in the forms of presentations, guided hikes, and other needs as assigned.
- Develop grant applications, reporting, and implementation for future habitat restoration projects.

Essential Job Capabilities

- Ability to traverse 400+ acre sites on foot, through steep, rugged terrain in a timely manner in remote areas all four seasons of the year under all weather conditions typical of southwest Wisconsin.
- Enthusiasm for land stewardship and an ability to empower volunteers.
- Experience and knowledge identifying local habitat types, species, natural communities, and an awareness of general ecosystem principles and habitat management techniques.
- Ability to consistently meet deadlines and follow directions.
- Proficiency in ArcMap 10.8.1 and handheld Garmin usage.
- Ability to work independently and to set and adhere to priorities while balancing a fast paced ever changing workload.
- High flexibility to adjust to changing weather conditions and other field work challenges.
- Availability and willingness to work some evenings and weekends.
- Ability to function as a cooperative and supportive team member with other Conservancy staff.
- Genuine interest in and enthusiasm for community engagement and education around species and habitats.

Required Qualifications:

- Bachelor's degree in biology, natural resources, environmental science, environmental education, or similar field of study and 2 years of directly related professional experience in land conservation work.
- Experience managing prairie, forest, and wetland habitats utilizing ecological restoration principals, including invasive species control methods and herbicide use.
- Prior experience coordinating and leading volunteer groups in habitat management activities utilizing Constant Contact, Facebook events, as well as other platforms in communicating and recruiting volunteers.
- High proficiency in the use and maintenance of chainsaws, pumper units, brush-cutters, sprayers, mowers, ATV's and other equipment.
- Ability to identify and prioritize habitat management needs.
- High proficiency in species and habitat identification.
- Possess a valid driver's license and dependable vehicle.

- Experience with prescribed burning and basic wildland fire certification (S-130/190).
- Computer and technology proficiency, including GIS mapping and GPS navigation.
- Prior experience providing environmental education to a variety of ages and audiences.

Helpful Qualifications:

- Burn Boss or Squad Boss experience.
- Knowledge of land trust principles and practices.
- Forestry, ornithology, or other natural resources specialty.
- First aid, CPR certification.
- Herbicide/pesticide applicator certification.
- Advanced SAW, FISTA, or other chainsaw certification.

Compensation and benefits:

- **Salary range** \$38,000 to \$43,000 based on experience and specific expertise.
- Full-time, exempt position, working 40 hours per week. We believe in caring for others at work and at home. The Conservancy is committed to keeping the workload in alignment with the true hours worked and respecting the space needed to take personal time to care for your well-being.
- In the first year, we offer 10 days of vacation (increases with years of employment), 12 days medical leave per year, and 12 paid holidays. We offer a flexible, family-friendly schedule whenever possible.
- We provide medical insurance, and a 4% of annual salary match contribution to a retirement plan.
- After 12 months of employment we offer up to 60 days parental/adoptive/medical leave with 30 days paid.
- We foster a respectful, collaborative, and fun work environment.
- We promote and sponsor individual and joint professional workshops and trainings.
- We are an organizational culture that seeks, integrates, and nurtures self-direction, collaboration, diversity, equity and inclusion with all employees.

Our hiring process and timeline

- We will review applications on a rolling basis until the position is filled.
- Our hiring team will conduct interviews when qualified candidates are identified.
- Finalists will be invited to a second-round interview; at that time, we will ask for three professional references.
- Ideally the selected candidate would begin work as soon as possible.

To apply

- At your earliest convenience: Please submit a qualified resume and brief (one page) cover letter, including where/how you first found out about this position in one PDF to land manager, Levi Plath at levi@mississippivalleyconservancy.org.
- We look forward to your application!