



ORGANIZATION

The Wildlands Conservancy (TWC) is a private nonprofit public benefit organization whose mission is to preserve the beauty and biodiversity of the earth and to provide programs so that children may know the wonder and joy of nature.

LOCATION

Wind Wolves Preserve, a 93,000-acre nature preserve at the southwestern tip of the San Joaquin Valley, about 30 miles south of Bakersfield (16019 Maricopa Hwy; Bakersfield, CA 93311).

THE POSITION

Performs land stewardship, public contact, maintenance, and habitat restoration. Maintains and improves structures, trails, and picnic areas; maintains equipment, vehicles, and water systems; and promotes safety awareness among the public and staff.

Establishes and maintains positive professional relationships with local residents, community groups, educational and business entities; explains the mission of TWC; coordinates, promotes, and facilitates volunteer and education programs for land stewardship. Primarily an outdoor position working in all weather conditions. Requires regular and punctual attendance and weekend work.

ESSENTIAL FUNCTIONS

Effectively relate TWC's mission to the general public and interact positively with visitors, residents, and community groups. Greets visitors, provides access and other information to the general public, ensures their safety, and enforces Preserve rules and regulations. Engages visitors to sign up for our [Behold the Beauty Association](#).

Patrols and provides protection and security to the land and its resources. Assists with regular cleaning and stocking of trail restrooms on a regular basis. Performs litter removal.

Demonstrates good people and communication skills, works cooperatively with others, and effectively deals with difficult behavior or confrontational situations using the authority of the resource techniques. Immediately informs management of any emergencies, incidents, safety concerns, or maintenance needs. Proactive in investigating issues and calling local authorities when necessary.

Repairs and maintains buildings, facilities, roads, trails, irrigation systems, equipment (weed eaters, mowers, vehicles, generators, etc.), and appropriate fences and gates. Performs janitorial work in buildings and restrooms. Performs various woodworking duties; making and repairing signs, kiosks, etc.

Landscaping and grounds maintenance work; mowing, removing weeds, planting, and trimming trees, bushes, and plants as directed. Assists in the construction/landscaping of new facilities, campgrounds, picnic areas, native nursery, and trails.

Assists in habitat restoration programs for oak woodlands, riparian corridors, native shrubland, and eradication of invasive plants (may include use of herbicides). May collect field data with a GPS unit and analyze data with GIS as needed.

Plans and leads land stewardship volunteer days. Mentors land stewardship fellows and interns.

Keeps all workshop areas clean and orderly; monitors and controls inventory of tools and equipment. Operates and maintains equipment and vehicles in a safe manner. Follows proper safety standards, practices, and procedures at all times.

Inspects grounds for hazards, conducts security and safety checks on premises. Assists with emergency scenarios and on-site accidents, and prepares necessary written reports.

Occasionally performs clerical duties including but not limited to answering phones, taking reservations, scanning documents, filing, keeping statistics, inputting data, and completing other paperwork.

Performs other duties relating to land stewardship as assigned.

QUALIFICATIONS

- **Must be bilingual (fluent in English and Spanish)**
- Bachelor's Degree in environmental studies or rangeland management is a plus, but not required.
- Passionate about the outdoors and engaging with the public, have a personal dedication to environmental conservation and education.
- Ability to operate a motor vehicle, possession of a valid driver's License, and ability to be insured under TWC's auto insurance policy per the Driver Acceptability Standards. Pass Live Scan criminal history background check, physical, and drug screen (post-job offer).
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COMPETENCY REQUIREMENT

- Knowledge of endangered species and habitats of Southern California.
- Grounds equipment operation and maintenance procedures. Water and irrigation system maintenance procedures.
- Principles of ecology, plant taxonomy, natural history, and habitat restoration.
- Excellent communication skills. Handle difficult behavior effectively and with discretion.
- Demonstrate effective use of leadership and decision-making techniques.
- Work with minimal direct supervision.
- Use basic computer applications: online timekeeping system, e-mail, and Google G Suite.

PHYSICAL DEMANDS

- Perform strenuous work outdoors in all weather conditions and a variety of altitudes.
- Walk a minimum of six miles of uneven terrain. Lift, carry, pull, and push a minimum of 50 pounds. Perform routine standing, sitting, reaching, bending, kneeling, speaking, hearing, seeing, operating a motor vehicle; perform standard work functions such as typing, learning, speaking on the radio, telephone, and in person.
- Perform janitorial, carpentry, plumbing, and mechanical maintenance and equipment repair duties.
- Perform all landscape maintenance tasks, including operating weed eaters and mowers; weed, rake, shovel, dig; install and maintain irrigation systems.
- Competently and safely operate 4x4 vehicles (pickups) on extreme road conditions.

CLASSIFICATION

\$20.50 per hour, non-exempt, full-time, 40 hours per week (five 8-hour shifts) with full-time benefits package which includes medical, dental, vision, 401(k), flexible spending account, voluntary life & AD&D insurance, Employee Assistance Program, paid vacation, sick, bereavement, jury duty, and holiday time. *In accordance with California's pay transparency requirements, the pay scale for the position is \$20.50-\$24.00 an hour*

EQUAL EMPLOYMENT OPPORTUNITY

The Wildlands Conservancy is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. We are dedicated to the fulfillment of this policy in regard to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.

AT-WILL EMPLOYMENT

This job description is not designed to cover or contain a comprehensive listing of all activities, duties, or responsibilities that are required of the employee. Employment with The Wildlands Conservancy is on an "at-will" basis. This means employment may be terminated at any time, with or without notice, and with or without cause.

HOW TO APPLY

To be considered for this position, email your cover letter expressing why you make the ideal candidate, along with your resume, to jobs@wildlandsconservancy.org.