Ranger

Job Description

Pioneertown Mountains Preserve

ORGANIZATION

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

THE POSITION

Unique opportunity to reside and work at the Pioneertown Mountains Preserve, a 25,000-acre nature preserve located 10 miles northwest of Yucca Valley, CA. This position involves land stewardship, public contact, maintenance, habitat restoration, and providing support and assistance with the stewardship and management of adjacent desert preserves.

A love of the outdoors, a basic knowledge of ecology, enjoyment of people, and the ability to hike up to six miles are necessary. The steward will be responsible for maintaining positive, professional relationships with local residents, community and conservation groups, and educational and business entities, while promoting the dual mission of TWC. The work is primarily outdoors in all weather conditions, and requires regular and punctual attendance, including weekend work.

ONSITE RESIDENT REQUIREMENT

Part of employment includes living onsite in Wildlands provided housing per the requirements of the Housing MOU. Serving as a security presence on the property, responding as needed to emergencies, trespassers, and other circumstances that may arise.

ESSENTIAL FUNCTIONS

Effectively relate TWC's mission to the general public and interact positively with visitors, residents, and community groups. Aid in fostering the preserve as a diverse, equitable, and inclusive gateway to the outdoors. 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.

Provides a high level of supervision, protection, and security to the land and its resources; may have interactions with confrontational or aggressive visitors, trespassers, illegal off-road vehicle users, and illegal hunters on the premises. Uses authority of the resource and de-escalation techniques during such interactions.

Responsible for repairing and maintaining buildings, facilities, roads, irrigation systems, solar panels, 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. Removes litter upon discovery.

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

Conducts habitat restoration programs for riparian corridors, native vegetation, and eradication of exotic plants (may include use of herbicides). Appropriately interact with wildlife for the safety of the animal as well as staff and visitors. Maintain communications and relationships with other NGO's, state, and federal agencies for habitat, wildlife, and preserve management purposes.

May assist in setting up studies for restoration and baseline monitoring projects per direction from supervisors. May collect field data with GPS unit and conduct analysis with GIS as needed.

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. May participate in the Safety Advisory Committee.

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

Designs and leads volunteer and educational service-learning projects that align with land stewardship and recreational enhancements on the Preserve. Assists Education staff in preparing and leading school field trips and family programs as needed or directed by a supervisor.

Performs other duties relating to land stewardship as assigned.

QUALIFICATIONS

- Ability to reside in TWC-provided housing at the Pioneertown Mountains Preserve.
- Passionate about the outdoors and have a personal dedication to environmental conservation. Positive, upbeat, and enthusiastic about working in a non-profit environment.
- Communicate effectively with the public
- Ability to be insured under TWC's auto insurance policy per the Driver Acceptability Standards. Pass Live Scan criminal history background check and drug screen.

COMPETENCY REQUIREMENT

- Principles of ecology, plant taxonomy, natural history, and habitat restoration in the high desert region.
- Grounds equipment operation and maintenance procedures.
- Excellent communication skills; effectively use 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 work outdoors in all weather conditions.
- Use power tools. Perform all landscape maintenance tasks, including operating weed eaters, mowers, chainsaw, pole saw, and hedge trimmers; hand-weed; use a rake, shovel, and dig.
- Operate a motor vehicle and pull a trailer.
- Ability to hike 6.5 miles over uneven terrain. Lift, carry, pull, and push a minimum of 25 pounds. Perform routine standing, sitting, reaching, bending, kneeling, speaking, hearing, and seeing.
- 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.
- Safely operate 4x4 vehicles (pickups) in extreme road conditions, while securing and towing loaded trailers.

COMPENSATION & CLASSIFICATION

Full-time, non-exempt, at-will, 40 hours per week (five 8-hour shifts) with a full-time benefits package which includes employee assistance program (EAP), medical, dental, vision, 401(k), flexible spending account, voluntary life & AD&D insurance, 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 OPPORTUNITY EMPLOYMENT

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. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation

based on an individual's race (including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship (including those who hold a drivers license granted under vehicle code 12801.9), physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, reproductive health decision-making, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity and gender expression), age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act or the California Family Rights Act), domestic violence victim status, political affiliation, or any other status protected by federal, state, or local laws. 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 for an unspecified term and is based upon mutual consent and may be terminated at will by either party. Therefore, employment and compensation may be terminated by TWC or me "at-will" at any time, for any or for no reason, with or without cause or prior notice.

HOW TO APPLY

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