



COMMUNITY STEWARDSHIP MANAGER POSITION DESCRIPTION

JOB TITLE:	Community Stewardship Manager
CLASSIFICATION:	Full-time, Exempt
HOURS:	40 hours per week, Occasional Weekend and Evening Hours Required
SALARY:	\$82,000; Competitive Benefits Package
REPORTS TO:	Programs Director

POSITION SUMMARY

LandPaths seeks an individual with a passion for building a diverse, healthy and whole community connected with the land. The ideal candidate is driven, energetic and creative; excels in an active work environment, is committed to equity in access to nature, and loves the outdoors. The Community Stewardship Manager will provide overall strategic vision and expertise to LandPaths' *Growing Community with Nature* Initiative; enrich all programs with land stewardship and community engagement excellence, and lead stewardship and facilities staff with a culture of shared learning and growth. The Community Stewardship Manager will represent LandPaths in the community and build partnerships with other community-based organizations and institutions. The Community Stewardship Manager will be an active, engaged member of the "Leadership Team," participating in successful accomplishment of strategic goals across the organization. All work will consider and be accomplished through the lens of DEIAA.

Specifically, the Community Stewardship Manager will oversee staff to lead *Volunteer Stewardship Days*, *Community Stewardship Days (larger scale)*, *Community Science*, *Young Stewards* as well as preserve planning with conservation partners (i.e., Ag + Open Space District, Fire Forward) and other community-based stewardship programs through strategic goal setting, planning and evaluation. The Community Stewardship manager will maintain program excellence including current stewardship best practices, integrating ecological understanding of local habitats and landscape scales, traditional ecological knowledge and the changing understanding of land stewardship with need for climate resilience.

POSITION DUTIES

Leadership

- Assess and develop Community Stewardship programs, including natural resources management plans, site facilities planning and development, community program delivery, and evaluation for excellence, develop a multi-year stewardship vision and strategy aligning with LandPaths' Strategic and Equity Plans
- Active participation in the Leadership Team, responsible for all LandPaths initiatives, including cross-initiative communication and advancing structural perspectives and improvements for equity and justice within the organization and in access to and caring for the land
- Become knowledgeable and conversant in all aspects of LandPaths' mission, strategic plan, preserves and community programs
- Present to community and larger public forums, articulating LandPaths' positive impact on volunteer and community land stewardship
- Develop and deepen through active listening and mutual understanding, relationships to expand the network supporting and advancing LandPaths' mission, and community-focused strategy

- Cultivate, participate and take leadership roles in relationships, partnerships, collaborations and initiatives to advance community connections with the land including stewardship and land tending
- Represent LandPaths in the community, aligning LandPaths' work with communities, and larger County-wide collective impact efforts

Management

- Manage all aspects of LandPaths' Community Preserves; natural and infrastructure planning, community-centered stewardship, and communication with neighbors, partners and other relevant forums
- Hire, mentor, motivate, review and retain a high performing team; ensure team is prepared to contribute at their highest level; hold all team members accountable, and ensure they have the knowledge, skills, ability and resources needed to succeed
- Develop, manage, and assess budgets; determine the most effective use of staff time and resources for program excellence within strategic priorities
- Support fundraising including grant proposals
- Provide contract and successful grant management for deliverables and reporting

EXPERIENCE AND QUALIFICATIONS

- A genuine passion for connecting people to land and for equity in access to nature
- At least 5 years' experience leading and managing projects, programs, and people
- Strong management skills with an entrepreneurial spirit
- Demonstrated ability to integrate knowledge of the local ecology, including fire resilience and the impact of climate change with community engagement best practices into land stewardship programming
- Experience working in community and with volunteers, especially under-represented and marginalized communities
- Strong communication skills: articulate with proven ability to write effectively and speak persuasively
- Strong familiarity/background with the biological communities that comprise Sonoma County
- Bi-lingual and/or having a significant cross-cultural experience, cultural competency training
- College degree or significant relevant work experience

ATTRIBUTES

- Embrace LandPaths' values, inclusive of our commitment to fairness and equity
- Thrives in a creative, problem-solving atmosphere of shared leadership and unrelenting drive to improve
- Curious; enjoys learning and supporting the work of others
- Works best in busy work environment, managing multiple variables with divergent goals
- High integrity and strong commitment to program and organizational goals
- Confident in area of expertise, flexible, and able to engage with new ideas and approaches
- Enjoys and expresses joy as part of a positive work environment
- Willingness to engage with and work to address issues of power, privilege, and inequity

COMPENSATION

Salary for this position begins at \$82K. LandPaths' compensation includes health and dental coverage, retirement savings, and generous leave package.

TO APPLY

Send a brief cover letter and resume to hr@landpaths.org with Stewardship Manager in the subject line. Position open until filled.