



Kentucky Natural Lands Trust Seeks Wildlands Steward

Application review will begin on May 16 and continue until the position is filled

Overview

Kentucky Natural Lands Trust (KNLT) seeks a Wildlands Steward to join its Stewardship Program in a full-time capacity to provide stewardship support, as well as outreach and program support. The Steward works closely with the Stewardship staff to protect conservation values on all KNLT conserved lands.

Who We Are

KNLT is a Berea-based, nationally accredited nonprofit working to protect, connect and restore wildlands. Our work aims to protect biodiversity and climate resilient landscapes in ways that help local communities – since 1995 we have safeguarded over 50,000 acres. We are a team-oriented organization leading innovative on-the-ground conservation efforts. Through creative cultivation of engaged and connected networks of partners and donors, KNLT is creating a living legacy. We think big, work creatively and find joy in the wild.

Our key project area lies within one of the most biologically diverse temperate forests on Earth and is part of a major wildlife corridor through Eastern North America. Our objective is to connect existing federal, state and nonprofit conservation areas along the mountains to form a contiguous wildlands corridor that protects biodiversity and a climate resilient landscape in ways that also help local communities. The resiliency of local, regional and global communities relies on functioning natural systems that can withstand threats through adaptation and change. Our work remains focused on advancing on the ground conservation of wildlands while promoting and celebrating the diverse ways these wild places are important to a holistic, just, equitable and sustainable existence on Earth.

Position Description

The Wildlands Steward will conduct management and monitoring at KNLT and conservation partners properties along Pine Mountain & Cumberland Mountain Wildlands Corridors and other KNLT project areas in southeastern Kentucky.

- Assist with marking preserve boundaries, invasive species management, constructing trails and trail related infrastructure, fire breaks and barricades to prevent motorized vehicle access.
- Assist with development and implementation of preserve management plans.
- Assist with monitoring visits and visit reports for preserves and conservation easements.
- Assist with maintaining electronic stewardship recordkeeping systems and reviewing remote sensing monitoring technologies between in-person field visits.
- Assist with volunteer, contractor and landowner outreach, coordination and oversight.

The Steward will also assist with outreach, development and research activities.

- Assist with interpretive and donor hikes, KNLT and partner events, and research projects.
- Act as a KNLT liaison with local communities, neighboring landowners and local, regional and statewide partner organizations.

The Position will perform other duties as assigned and delegated by the supervisor.

- Assist with KNLT's other land holdings and easements statewide.
- Practice safety in all aspects of the job.

Minimum Qualifications and Characteristics

- **Candidate Qualifications and Attributes**

- Minimum of 1-year experience as a land management/stewardship professional or related position that directly relate to the duties stated above.
- Bachelors' degree in environmental sciences, natural resource management, forestry or related field is required.
- Knowledge of natural area management principles and the flora and fauna of the Appalachian mixed mesophytic forest preferred.
- Ability to use hand tools (motorized and non-motorized).
- Familiarity with GIS & GPS technology preferred and proficient in Microsoft Office/365.
- Valid driver license and the ability to drive both utility and full-size vehicles with trailers.
- Valid Kentucky Dept. of Agriculture certified pesticide applicator license, or willingness to become certified.

- **Candidate Competencies and Characteristics**

- Demonstrate humility, humor and heart in interactions with the staff, board, advisors, donors, volunteers and community;
- Highly organized with problem-solving skills and the ability to handle multiple tasks;
- Dependable with demonstrated ability to operate in a team-oriented environment;
- Excellent oral and written communication skills;
- Ability to set and meet goals;
- Must have initiative, self-direction, and ability to work and communicate well within a team structure;
- Knowledge and interest in private, voluntary land conservation and land trusts.

- **Physical Requirements**

- Close vision with or without corrective lenses necessary for computer work.
- Manual dexterity needed to operate computer, copier, other office equipment.
- Able to perform assigned duties in a time-efficient manner.
- The employee may occasionally be required to stoop (bend at waist), kneel, and lift and/or move heavy objects up to 50 pounds.
- Ability and willingness to hike 10 miles on uneven terrain.
- Requires long hours in isolated settings and ability to work varying and flexible work schedules.
- KNLT/Mountain Association is committed to complying fully with the Americans with Disabilities Act (ADA) and all later amendments, and will follow any federal, state or local law that provides individuals with disabilities greater protection than the ADA. Equal employment opportunity will be given to qualified persons with disabilities. Reasonable accommodation, as defined by applicable law, is available to all employees when a disability affects the employee's performance of their job functions.

- **Examples of Projects**

- Constructing and maintaining portions of the Great Eastern Trail through KNLT preserves and conservation partner properties.
- Assisting with monitoring visits to preserves and completing visit reports.
- Marking boundaries, invasive species management, installing gates on preserve access roads.

Additional Information

This full-time position offers a competitive salary, with a range of \$36,000 - \$40,000 depending on experience, along with a [generous benefits package](#). This position is based out of Southeastern Kentucky (Pine Mountain & Cumberland Mountain Area). Due to the current public health emergency, at this time KNLT/Mountain Association staff have the option to do the office based portion of their work in our office buildings if they're fully vaccinated and the option to work from home regardless of vaccination status. This position is supervised by Preston Lacy, Conservation Director. KNLT/Mountain Association is an equal opportunity employer. We are committed to principles of diversity and equity and encourage applications from all people.

Please e-mail your resume and a cover letter specifically explaining why you are a good fit for this position to wildlands.hiring@knl.org . We will ask candidates selected for second interviews to provide contact information for three references and a technical writing sample completed in a professional capacity.

The interview process will be conducted according to public health guidelines during the COVID-19 emergency, including the likelihood of remote interviews. Please do not let childcare challenges related to the pandemic deter you from applying. We recognize that not everyone has access to childcare right now because of the pandemic, so we are open to a conversation about the hours worked at the start of this position if you're not able to start full time.

KNLT/Mountain Association is committed to ensuring the safety of all employees and their families, our clients, partners, team members and other individuals that we come into contact with for business purposes. Our approach to COVID-19 is informed by science and aligns to recommendations established by the CDC and other applicable government health agencies. We have implemented a COVID-19 vaccination policy that requires its employees to be fully vaccinated to work on-site in our offices and places restrictions on unvaccinated employees. The purpose of this policy is to minimize the risk of work-related transmission of infection. This policy requires all prospective employees, prior to their start date, to: (1) become fully vaccinated against COVID-19 and provide proof of vaccination, or (2) request and obtain approval for an accommodation for a medical or religious exemption, and/or (3) work with KNLT/Mountain Association to develop a COVID-19 Safety Plan. Employment is contingent upon the development of a viable plan that meets the needs of the organization and the requirements of the position.

For more information about KNLT, visit [KNLT.org](http://KNL.org). Please no drop-ins.