



Job Announcement: Stewardship Manager
March 2025

Ausbon Sargent Land Preservation Trust (ASLPT) is seeking a full-time Stewardship Manager to help forward the organization's mission to preserve and protect the rural landscape of the Mt. Kearsarge/Ragged/Lake Sunapee region.

The Stewardship Manager is responsible for overseeing and implementing stewardship activities on our more than 14,000 acres of conservation easement (CE) properties and (Fee) land. The position involves both office and fieldwork, attendance at meetings, and some evening and weekend commitments.

The Stewardship Manager oversees the Stewardship and Program Coordinator, including the Coordinator's oversight of recruiting, training, and supervising 120+ volunteer easement monitors. The Stewardship Manager reports to the Executive Director but works closely with the Land Protection Specialist and Operations Manager.

Responsibilities Include:

- Achieving annual stewardship goals and implementing annual tasks for each CE and fee-owned property, with the assistance of the Stewardship and Program Coordinator, consistent with policy, property history, and management plans.
 - Fee-owned Land Management: Ensure all properties are monitored. Write, update and carry out management plans for fee properties. Carry out management activities with professionals and volunteers on properties. Oversee the resolution of challenges and maintain compliance.
 - Conservation Easement Management: Ensure all properties are monitored. Conduct specialized site visits on conservation easements (pre- and post-timber harvest for example). Review forest management, timber harvest, and agricultural management plans for consistency with CE terms. Respond to landowner inquiries about CE terms. Oversee CE enforcement, identify actual or potential violations, and contribute to managing a successful resolution or CE defense. Coordinate landowner relationship management. Oversee and assure coordination with Land Protection Specialist and others the management of CE amendments.
- Land Database: Manage Salesforce LOCATE database for stewardship record keeping. Maintain relevant information in the database for all legal interests.
- GIS and other data analysis: Manage GIS database, perform spatial data analysis, and map making for ASLPT. Manage and utilize data for properties to monitor compliance with CE terms.
- Community Engagement/Programming: Oversee the Stewardship and Program Coordinator as they implement programs for community engagement on conserved properties (guided hikes), community events (partnerships with local organizations) and educational talks (i.e. lectures by professionals and experts).
- Conservation Easement Amendments: Consistent with ASLPT's CE Amendment Policy, assure coordination with Land Protection Specialist and others.

Specific Duties:

- Manage TerraFirma conservation easement defense insurance.
- Serve as point person and conduct enforcement activities related to encroachment and other infractions.
- Oversee the maintenance of boundaries and signs.
- Plan and implement land management activities on owned properties, including but not limited to forest management plans, timber harvests, trail management, field maintenance, habitat improvement projects, memorandums of understanding and lease agreements.
- Draft and update stewardship policies as needed.
- Stewardship Committee coordination.
- Budget planning for stewardship program.

Desired Qualifications:

- At least a bachelor's degree in an environmental field related to land stewardship
- Experience in land management
- Proficiency in GIS, GPS, Microsoft Office and other software
- Map-and-compass, trail-building, and digital photography skills
- Experience working with volunteers
- Strong organizational skills with the ability to manage multiple projects
- Ability to work effectively with others and independently
- Excellent writing and communication skills
- Positive attitude
- Understanding of the importance of diverse community engagement and broad public support in successful land conservation; respect for opposing viewpoints

Compensation and Benefits:

This is a full-time position (40 hours) with a salary range between \$55,000-\$65,000 depending on qualifications and experience. Health insurance and other benefits available.

To Apply: Please submit a pdf with your cover letter, resume and list of three references to Hans Carlson, Executive Director at hcarlson@ausbonsargent.org Deadline – March 24, 2025.

Resumes will be reviewed on a rolling basis.

This job requires work in outdoor settings, stewardship staff need to be able to walk up to 5 miles through rough terrain and off-trail, and able to carry up to 50 pounds

The Ausbon Sargent Land Preservation Trust is an equal opportunity employer.