



Big Sur Land Trust is hiring a new

Stewardship Assistant

Join the Big Sur Land Trust (BSLT) as our Stewardship Assistant and play a vital role in conserving and caring for Monterey County’s diverse landscapes. This primarily field-based position is essential to advancing on-the-ground stewardship projects that span infrastructure and access initiatives and natural resource stewardship across BSLT properties. We’re seeking a candidate with hands-on stewardship experience who thrives both independently and as part of a team and has a passion for outdoor work. As a member of our team, you’ll contribute to projects that protect critical infrastructure, expand safe access to nature, support essential habitats, and enhance ecological health and function in alignment with BSLT’s strategic goals.

Big Sur Land Trust (BSLT) is a non-profit organization with a mission to inspire love of land across generations, conservation of our unique Monterey County landscapes, and access to outdoor experiences for all. Founded in 1978, our legacy includes conserving over 45,000 acres and increasing access to public parklands throughout Monterey County. Our work promotes:

- **Healthy Lands:** Conserving and caring for the magnificent natural landscapes, habitats and waterways of our region to ensure a sustainable future.
- **Healthy People:** Providing opportunities for all who live in and visit Monterey County to experience the healthful benefits associated with access to parks and open spaces, fresh food, clean air and water, and a deep connection to nature.
- **Healthy Communities:** Engaging in partnerships where conservation and civic participation increase community vitality, economic prosperity and social equity.

The stewardship team manages over 9,600 acres which holds old-growth redwood forests, coastal chaparral, riparian zones, oak woodlands, Monterey Bay dunes, wildlife corridors, extensive trail systems and road networks, community fuel breaks, urban open spaces, and historic structures. In addition, we monitor more than 7,000 acres of conservation easements throughout Monterey County, ensuring the lasting protection and health of these valuable ecosystems.

Working closely with the preserve management team, the Stewardship Assistant will perform physically demanding tasks across diverse terrain, including safe operation of chainsaws, ATVs, and other equipment. This role requires someone with a strong work ethic, positive attitude, practical skills, and the ability to work independently while thriving in a team environment. They must also be motivated to contribute to a positive, collaborative team culture that maintains BSLT’s learning and leadership edge.

Job Detail	
Job Title:	Stewardship Assistant
Exemption Status:	Non-exempt (Paid Hourly)
Reports to:	Access & Infrastructure Program Manager
Start Date:	Open until filled – but desired start date by 04/15/2026 or sooner
Compensation:	\$24-\$29/hour, Depending on Experience
Type:	Full-time permanent position. M-F (9AM-5PM). Occasional weekend work.
EEO:	The Big Sur Land Trust provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability or genetics
Job Duties	
General Description:	Big Sur Land Trust’s (BSLT) Stewardship Assistant is a full-time, permanent, and primarily field-based position. This role is essential in carrying out a wide range of on-the-ground tasks for natural resource and infrastructure maintenance. Priority will be given to supporting access (roads and trails) and infrastructure needs across

	<p>BSLT’s network of roads, trails, buildings, and other critical assets, including clearing brush and addressing fallen or hazardous trees as part of maintaining safe and accessible conditions throughout our preserves. The Stewardship Assistant will also assist in natural resource management efforts, focusing on wildfire resilience, habitat protection and restoration, invasive species management, regenerative grazing, forestry, water resource management, erosion control, and other community-based conservation goals.</p> <p>Working closely with the preserve management team, the Stewardship Assistant will perform physically demanding tasks, including safe operation of hand tools (hand saws, pruners, loppers) weed whackers, chainsaws, ATVs, and other equipment used in a rural setting. This role requires someone with a strong work ethic, positive attitude, practical skills, and the ability to work independently while thriving in a team environment. They must also be motivated to contribute to a positive, collaborative team culture that maintains BSLT’s learning and leadership edge.</p>
<p>Examples of Primary Duties</p>	<p><u>Infrastructure Management</u></p> <ul style="list-style-type: none"> • Assist with routine maintenance of infrastructure (buildings, landscapes, roads, trails, bridges, culverts and drains, wells and water pumps). • Maintain trails and clear roads of encroaching brush, downed trees and tree limbs utilizing hand tools and mechanical tools such as chainsaws, weed trimmers and blowers. • Assist with plumbing, carpentry and masonry repairs and other construction projects. • Help monitor critical infrastructure systems (e.g., water, electrical, septic) to ensure they are functioning properly and follow health and safety guidelines • Aid in coordinating contractor activities to help meet program objectives and ensure adherence to contract terms • Support stewardship efforts by helping to lead volunteer events for project activities • Participate in projects aimed at improving structures’ resilience to natural hazards and wear (e.g., fire readiness, drainage upkeep, erosion prevention, etc.) • Assist in collecting data in Field Maps and support database upkeep for accurate project records
	<p><u>Natural Resources Management</u></p> <ul style="list-style-type: none"> • Provide supervision and mentorship to interns and seasonal work crews participating in habitat restoration, trail maintenance, invasive species management, fuel loads reduction activities • Assist with the installation and maintenance of habitat restoration and biodiversity projects • Support invasive species management through the manual removal of nonnative plants utilizing hoes, shovels, weed eaters and other tools. • Participate in prescribed fire and cultural burn projects
	<p><u>Tools & Equipment Management</u></p> <ul style="list-style-type: none"> • Develop regular inspection checklists and preventative maintenance Intervals for stewardship vehicles and equipment • Assist with inventorying and maintaining tools and equipment to ensure they’re in good working order • Help ensure field staff and volunteers follow proper tool safety and handling protocols
	<p><u>Administrative Tasks</u></p> <ul style="list-style-type: none"> • Participate in cross-departmental meetings, events, and communications efforts to support alignment with organizational initiatives • Provide support for office-based staff by assisting with field surveys, photo documentation, and other field monitoring tasks • Promote a safety-focused work environment by helping develop emergency response plans and identify potential workplace hazards • Perform additional duties as directed
<p>Qualifications</p>	
<ol style="list-style-type: none"> 1. Strong commitment to land stewardship and the mission and vision of Big Sur Land Trust. 2. Ability to work safely outdoors and exercise good judgment. 3. Demonstrated ability to manage multiple projects with varying deadlines. 	

4. Self-motivated with the ability to communicate effectively with co-workers, landowners, partners, volunteers, and donors.
5. Excellent problem-solving skills and a desire to engage in collective brainstorming.
6. Proficient with power tool operation, including chainsaw experience.
7. Possess a valid Class C California driver's license or have the ability to obtain one. Off-road driving experience using a variety of vehicles and the ability to tow trailers. Work truck provided for work-related activities.
8. Ability to hike and work under physical strain on difficult terrain in a variety of environmental conditions, including lifting/carrying up to 80 lbs. Poison oak, insects, reptiles, and other natural elements are regularly encountered at properties and easements.
9. Computer literate, including experience using Microsoft Office (Word, Excel, Outlook) with the ability to compose professional emails, internal memorandums, and communicate clearly in writing.
10. Willingness to occasionally work evenings or weekends.

Desired Qualifications

1. Experience in land management, ranching, forestry, agriculture, or other related field
2. Trail, road, and general "green" infrastructure maintenance skills and familiarity – Carpentry, erosion and flood control, trail/road engineering, advanced chainsaw skills, etc.
3. Current First Aid and CPR-certification (Wilderness First Responder or Wilderness First Aid preferred).
4. Experience with invasive plant management and planning, using both physical and chemical control methods.
5. Plant identification skills, specifically Central Coast California flora.
6. Ecological restoration planning and project experience.
7. Proficiency with heavy machinery operation.

Compensation & Benefits: The compensation range is \$24-\$29/hour depending on experience and qualifications. BSLT offers a competitive benefits package that includes comprehensive health coverage (medical, dental, and vision), life insurance, 403(b) contributions, HSA contributions, and an Employee Assistance Program. Employees also receive paid holidays, vacations, and 40 hours of paid sick leave annually.

How to Apply: The following three items are required to be considered for the position:

1. Your resume
2. A letter of interest that addresses qualification requirements, notes availability to start, and answers the Supplemental Question below:
 - a. Why do you want to work for BSLT and what strengths do you bring to the position that will help BSLT achieve its mission?

Please E-mail your completed application to employment@bigsurlandtrust.org. Incomplete or unqualified applications will not be considered for the position. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for interviews. No calls, please. **The position is available immediately and will remain open until filled**, with the goal of filling the role by early March 2026. Applications will be reviewed as they are received, and applicants are strongly encouraged to submit materials as soon as possible.

For more information about BSLT, please visit www.bigsurlandtrust.org