



Big Sur Land Trust is hiring a new
Restoration Field Operations Manager
(Posted July 2026)

Big Sur Land Trust (BSLT) is seeking a **Restoration Field Operations Manager** to help steward one of Salinas' most visible and transformational new open-space projects. In this hands-on leadership role, you will oversee the care and long-term success of 67 acres of newly restored habitat within the larger 73-acre Ensen Community Park. This is an opportunity to shape a highly visible urban restoration site from its earliest years, supporting wetlands, grasslands, upland habitat, public access, and community stewardship in the heart of Salinas, California.

The Restoration Field Operations Manager will work closely with the Director of Conservation, cross-functional BSLT teams, contractors, community organizations, City partners, and volunteers to manage habitat elements of the site and build strong stewardship partnerships. This role is ideal for a field-oriented restoration professional who enjoys practical problem-solving, collaborative leadership, ecological monitoring, and meaningful community-based conservation.

Join our outstanding team dedicated to nurturing talent and fostering a supportive, diverse work environment to achieve Big Sur Land Trust's mission:

BSLT's mission is to conserve our unique Monterey County landscapes, inspire love of land across generations, and promote access to outdoor experiences for all.

Job Detail	
Job Title:	Restoration Field Operations Manager
Location:	Monterey, and Salinas, CA
Status:	Exempt
FTE:	Full-Time
Reports to:	Director of Conservation
EEO:	<i>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.</i>

Job Duties	
General Description:	This position leads day-to-day field operations for a large habitat restoration site in Salinas featuring newly constructed wetlands, grasslands, and upland habitat. The work includes site monitoring, invasive species management, planting and seeding, irrigation operations, field troubleshooting, and coordination of crews, contractors, and volunteers. The ideal candidate brings strong restoration or land management experience, comfort working outdoors in dynamic field conditions, and the ability to balance independent work with collaborative leadership. Most work is performed outdoors, with office work as needed for planning, documentation, coordination, and reporting.

Examples of Primary Duties:	Vegetation Management - Lead, coordinate, and support contracted labor and volunteer crews removing weeds from grasslands, wetlands, and trails using hand tools and/or weed eaters. - Monitor and map vegetation cover, composition, and health using GIS/GPS, photo monitoring, plots and transects, and visual assessment. - Identify and respond to invasive species using Early Detection and Rapid Response practices. Irrigation - Operate a large-scale irrigation system covering approximately 30 acres, including more than 5 miles of above-ground lateral lines and over 1,600 sprinkler heads and rotors. - Manage and adjust irrigation schedules based on seasonality, plant establishment needs and changing field conditions. - Inspect, troubleshoot, and coordinate repairs for irrigation system components. General Tasks - Maintain a regular on-site presence to assess site conditions, document changes, and anticipate emerging management needs. - Coordinate with on-site contractors to ensure field work is completed safely, efficiently, and consistent with restoration goals. - Collaborate with volunteers, Friends of Ensen Community Park, community groups, City Parks staff, and other partners as needed. - Select and purchase tools, supplies, and materials needed for field operations. - Serve as a professional and welcoming BSLT presence for members of the public using the site.
Other Duties and Accountabilities as Assigned:	This position may: - Be responsible for herbicide application and/or planning and managing certified contractors, depending on site needs and skill set. - Utilize heavier machinery, such as a ride-on mower, depending on site needs and skill set. - Conduct bird or aquatic biology surveys, depending on expertise. - Monitor activity at bird boxes and perches if time and expertise allow. - Work on other restoration and land management projects and Big Sur Land Trust properties, as needed and as time allows. - Conduct other duties, as assigned.
Desired Qualifications	
Knowledge and Skills	- Experience implementing and managing land management, landscaping, habitat restoration, or natural resources projects. - Knowledge of ecological and restoration principles. - Ability to plan and implement vegetation field surveys and biological site monitoring using GIS/GPS tools. - Experience operating and maintaining irrigation systems. - Knowledge of California native and non-native plants, with demonstrated ability to identify flora across life stages, including seedling, juvenile, and adult forms. - Experience using hand tools; experience with machinery (like mowers) a plus. - Demonstrated ability to work independently, make sound field decisions, and supervise or guide others. - Experience coordinating with contractors and supervising crews. - Strong project, task, and time management skills. - Ability to perform outdoor field work for extended periods, including walking on uneven terrain, bending, squatting, and lifting. - Working knowledge of Spanish preferred. - Analytical mindset and ability to find creative solutions.

	- Bachelor's degree or equivalent experience in natural resources, resource management, ecology, botany, biological sciences, environmental science, or a related field. - Clear, respectful communication skills and the ability to build positive working relationships with colleagues, partners, contractors, volunteers, and community members.
Physical/Mental Work Demands	This role requires year-round outdoor field work, manual labor, and the ability to establish and maintain positive working relationships with co-workers, contractors, crews, volunteers, and community members. The position may include heavy lifting, walking several miles per day on uneven terrain, repetitive bending and squatting, and working both independently and as part of a team. Operation of heavy machinery may be required. Work is typically during business hours, Monday-Friday, 8 a.m.-5 p.m., with occasional evenings and weekends as needed.

Compensation & Benefits: The salary range for this position is **\$80,000–\$92,000 annually**, based on experience and qualifications. Big Sur Land Trust offers a competitive benefits package that includes comprehensive health coverage (medical, dental, and vision), life insurance, 403(b) retirement contributions, HSA contributions, and an Employee Assistance Program. Employees also receive paid holidays, vacation time, and paid sick leave.

Employment is contingent upon the successful completion of a background check. In compliance with the California Fair Chance Act, background checks are conducted only after a conditional offer of employment and are evaluated fairly and individually, consistent with applicable laws.

How to Apply: Please submit the following materials to be considered for the position:

1. Your resume
2. A letter of interest that describes your relevant qualifications and notes your availability to start. We are aiming to fill this position by late August or early September.
3. Email your completed application materials to employment@bigsurlandtrust.org. Applicants whose experience and qualifications most closely match the needs of the position will be contacted for interviews. No calls, please.

The position is available immediately and will remain open until filled. For more information about BSLT, please visit www.bigsurlandtrust.org