



Big Sur Land Trust is hiring a Conservation Easement Specialist

(posted 12/01/2025)

Big Sur Land Trust (BSLT) is seeking a full-time Conservation Easement Specialist to join our Stewardship team. With over 35 conservation easements under our care, BSLT efficiently protects thousands of acres of habitat throughout Monterey County. The Conservation Easement Specialist will conduct annual monitoring of BSLT's conservation property portfolio of conservation easements and BSLT-owned properties, maintain effective relationships with easement landowners, and, when necessary, coordinate easement enforcement or appropriately respond to protect the conservation value of these lands.

To be considered for this position, candidates must have a minimum of 2-3 years of progressively responsible experience in conservation, land management, easement programs, or related fields, as well as experience managing or supporting compliance-driven programs with detailed recordkeeping and reporting requirements. Ideally, the candidate will have previous experience working with and/or monitoring conservation easements.

BSLT is a non-profit organization that focuses on conserving and caring for landscapes throughout Monterey County while pursuing opportunities to combine conservation and community participation for increased regional vitality, economic prosperity, and social equity. We see a future where natural landscapes, working lands, urban open spaces and healthy communities are cared for by people who share a love of nature and a deep appreciation for the richness of their diverse cultures. We are committed to a supportive, respectful, and inclusive work environment.

The stewardship team manages over 9,500 acres of land holdings, including old growth redwood and madrone forests, coastal chaparral/sage scrub, riparian corridors, oak woodlands, Monterey Bay dunes, working ranches, urban open space, and much more! We also protect another 7,000 acres of conservation easements throughout Monterey County.

Job Title:	Conservation Easement Specialist
Reports to:	Natural Resource Program Manager
Start Date:	December 15, 2025
Annual Salary	\$66,000 - \$72,000; commensurate with experience
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) Conservation Easement Specialist is a full-time benefited position responsible for leading, coordinating and implementing the stewardship department's conservation easement monitoring program. This position will conduct annual conservation easement monitoring, as well as BSLT's annual fee-land monitoring. Primary responsibilities will be to ensure that conservation values of properties are protected and enhanced. The Conservation Easement Specialist's time is split relatively evenly between the field and the office.



Key Functions & Responsibilities:	
Conservation Easement Monitoring	<ul style="list-style-type: none"> • Maintain strong relationships with conservation easement landowners • Read, understand, and interpret the legal terms of conservation easement deeds, survey maps, and other legal documents • Plan, schedule, and coordinate annual easement monitoring • Conduct on-the-ground annual easement monitoring, including photo documentation and GIS data collection • Generate easement monitoring reports that track easement stewardship and property condition over time • Exercise excellent organization and record keeping • Determine if properties are in compliance with easement terms • Coordinate the nature and resolution of potential easement violations and connect landowners with resources to address violations • Coordinate, when necessary, the defense of easement terms with staff, legal support, and consultants • Collaborate with stewardship and natural resource staff to identify land management opportunities or adaptive strategies informed by easement monitoring findings. • Coordinate with others to implement management projects on easement properties, consistent with the provisions of the easement • Provide support and resources to landowners
Conservation Easement Program Management	<ul style="list-style-type: none"> • Uphold the most current Land Trust Alliance (LTA) Standards and Practices to maintain accreditation requirements. • Update policies & procedures • Assist with the LTA reaccreditation • Support easement acquisition projects
Fee Land Monitoring	<ul style="list-style-type: none"> • Conduct annual monitoring of BSLT fee land properties and document potential management issues • Create annual fee land monitoring reports to meet LTA standards • Work with Natural Resource Program Manager and Access and Infrastructure Program Manager to relay fee lands management concerns observed during monitoring such as encroachment, trespass, erosion, trail and infrastructure issues, invasive plant species, etc.
Admin	<ul style="list-style-type: none"> • Adhere to LTA record keeping accreditation standards, organize paper files, electronic files and databases, including ArcGIS • Track timelines of tasks and projects • Attend stewardship meetings and BSLT general meetings • Use ESRI Field Maps and ArcGIS Pro a to create maps and develop spatial products that support annual monitoring, mitigation projects, and broader stewardship initiatives across BSLT properties and easements • Assist other departments as necessary • Support and collaborate with stewardship team and BSLT departments on key initiatives
Other	<ul style="list-style-type: none"> • <u>Other duties as assigned</u>



Organizational Culture and Values:	<p>This position is responsible for achieving the following:</p> <ul style="list-style-type: none"> • <i>Mission-Driven:</i> Uphold Big Sur Land Trust’s mission by ensuring that conservation easements and protected lands continue to provide lasting ecological, cultural, and community benefits. • <i>Teamwork and Collaboration:</i> Work closely with stewardship staff, landowners, and partners to implement monitoring and mitigation projects that reflect shared stewardship and mutual respect. • <i>Impact and Purpose:</i> Contribute directly to protecting some of Monterey County’s most important landscapes, helping to sustain healthy lands, resilient ecosystems, and thriving communities for generations to come.
Required Qualifications	
Knowledge and Skills	<ol style="list-style-type: none"> 1. Bachelor’s degree in natural resources, ecology, environmental science, or related field 2. Minimum 2-3 years of progressively responsible experience in conservation, land management, easement programs, or related fields 3. Experience managing or supporting compliance-driven programs with detailed recordkeeping and reporting requirements 4. Excellent ability to use, interpret, and understand legal documents and records, survey maps, easement deeds, etc. 5. Strong leadership and organizational skills, with the ability to track, coordinate, and manage competing tasks and timelines 6. Excellent written and verbal communications skills; able to clearly convey information, expectations, and updates to diverse audiences 7. Advanced proficiency with Microsoft Office Suite Microsoft Word, Microsoft Excel, Adobe, Outlook, etc. 8. Advanced experience with GIS software such as ArcGIS Pro to collect data AND make maps 9. Ability to interact with many personalities, communicate effectively with co-workers, landowners, and collaborators, and to work through conflict 10. Ability to work both independently and as part of the BSLT team 11. Possess a valid California driver license with an insurable driving record. 12. Willingness to occasionally work evenings or weekends to support Big Sur Land Trust seasonal events
Desired Qualifications - Not Required	
	<ol style="list-style-type: none"> 1. Previous experience easement monitoring or working with conservation easements 2. An understanding of the conservation of natural, agricultural, cultural, and open space resources and the role of land trusts in that effort 3. Knowledge of resources for private landowners 4. Familiarity with local invasive plant species or willingness to learn 5. Knowledge of California native plants/plant identification skills 6. Knowledge of or experience with mitigation projects
Physical/Mental Work Demands	<ol style="list-style-type: none"> 1. Physically capable of hiking in varied terrain including steep, muddy, heavily vegetated and sandy conditions, with potential exposure to natural hazards such as poison oak, ticks, rattlesnakes, yellow jackets and mountain lions



	2. Applicants must expect to drive their own vehicle in some situations but will mostly drive a company off-road 4WD vehicle. Must feel comfortable driving on rural, dirt roads and working in remote areas.
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Benefits: Big Sur Land Trust offers a competitive benefits package including extensive health plan, which includes medical, dental, and vision coverage and life insurance; contributions to a 403B; and generous paid holiday, vacation, and sick leave.

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

- Your resume
- A letter of interest that addresses:
 1. When you are available to start
 2. Why you are applying for the job
 3. Your relevant knowledge and experience
 4. Contact information for at least three professional resources

Please E-mail completed application to employment@bigsurlandtrust.org with the name of the position for which you are applying in the subject line. 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.

Recruitment Schedule: Applications are due by January 5, 2026, with a desired start date ranging from the end of January 2026 to February 1, 2026. The position is available immediately and will remain open until filled.

For more information about Big Sur Land Trust, please visit www.bigsurlandtrust.org.