

## JOB DESCRIPTION



Protecting nature. Preserving life.\*

**JOB TITLE** Seasonal Land Steward/Conservation Practitioner I  
**JOB FAMILY** Conservation  
**JOB NUMBER** 450001  
**SALARY GRADE** 1  
**STATUS** Hourly  
**DATE** May 2018

**SUMMARY** The Seasonal Land Steward performs and participates in preserve operations, maintenance and management during the spring and summer months. Seasonal Land Stewards will be hired for the Tallgrass Prairie Preserve (17 miles north of Pawhuska), The JT Nickel Preserve (Tahlequah area), and the Blue-Boggy Project (Connerville area between Ada and Tishomingo).

**ESSENTIAL FUNCTIONS** The Seasonal Land Steward maintains preserve areas through daily removal of invasive plant species and other ranch-related activities. S/he maintains tools and equipment. The majority of each day will be spent on an ATV/UTV spraying invasive plant species (Nickel and Blue Boggy), and/or fencing and corral construction (Tallgrass).

**RESPONSIBILITIES & SCOPE**

- May interact with visitors.
- Works under close or infrequent supervision.
- Works in variable weather conditions including summer heat, at remote locations for long periods of time in isolated settings, on difficult and hazardous terrain and under physically demanding circumstances.
- Requires considerable physical exertion and/or muscular strain.
- Housing not available; applicants must have means for daily transportation to remote areas.

**MINIMUM QUALIFICATIONS**

- High school diploma and 6 months of related experience
- Experience operating various types of equipment in a safe and efficient manner (e.g. lawn mower, chainsaw, tractor, two-way radio, etc).
- Must be able to operate ATV/UTV hauling a 60-gallon tank through rough and rocky landscapes.
- Must be able to obtain related licenses or certifications as required. (e.g. First Aid, CPR, herbicide application, and driver's license).

**PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE**

- Ability to follow instructions from colleagues.
- Ability to work in a team environment.
- Ability to operate ATV in uneven terrain.
- Ability to work in difficult conditions including exposure to heat, sun, insects, remote areas etc.
- Must have a valid driver's license.
- Ability to operate various types of equipment, lawn mower, trimmer, chainsaw, manual/standard transmission vehicle, tractor, etc.
- Experience recognizing plant and animal species.
- Willingness to learn to identify invasive plants and participate in spot-spraying of herbicides.
- Preferred ranch management experience: fence construction, welding, livestock, etc.
- Must be at least 18 years old. Prefer age 21 or older. (Connerville applicants must be 21 or older)

<b>ORGANIZATIONAL COMPETENCIES</b>	Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
	Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty.
	Interpersonal Savvy	Maintains positive working relationships. Contributes to productive partnerships inside and outside the organization. Understands team member roles and values the contributions of others. Effectively deals with conflict.
	Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
	Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.
	Produces Results	Takes Initiative. Focuses on priorities. Strives for excellence. Is dependable and accountable for results. Persistent in the face of obstacles and meets deadlines.

*This description is not designed to be a complete list of all duties and responsibilities required for this job.*

*The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.*