



# Job Announcement

**Position Title: Habitat Biologist**

**Reports to: Stewardship Director**

**Status: Full time, exempt**

**Application Deadline: Open until filled. Application review begins on March 4th.**

## About Greenbelt Land Trust

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Greenbelt Land Trust's vision is for **a thriving, healthy environment for all** and our work is oriented around three strategic areas: climate resilience, community wellbeing, and social justice. We believe that by protecting and taking care of the lands and waters of the Willamette Valley, we will all be better off. Our air and water will be cleaner, our fish and wildlife more abundant, our working lands more productive, and our communities and families will be healthier. That's the vision that we've been making a reality for 35 years in the Willamette Valley and that has enabled us to permanently protect 5,500 acres (and counting) of native prairies, forests, floodplain habitats, trails and working lands.

Greenbelt is committed to being adaptive and embraces change as a core value. With solid, science-based strategies to guide our work in hand, we also appreciate that the lands, waters, and people of the Willamette Valley are changing, and that success hinges on our ability to be poised to change as well (read Greenbelt's current [Strategic Framework](#)).

**Our Values:** Values are the tenets that guide our work towards our conservation mission and vision.

- Build relationships with humility
- Embrace change
- Seek root causes
- Be fearless change-makers
- Welcome constructive conflict

Our vision of a thriving, healthy environment for all is inextricably linked to our commitment to diversity, equity, inclusion and justice. We are in this for the long haul, and understand that for meaningful transformation, we must be steadfast, patient, and willing to make mistakes.

Greenbelt Land Trust is an accredited land trust. We are honored to have been listed within the top 100 Best Nonprofits to work for in Oregon.

## POSITION SUMMARY

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### **The Role of the Habitat Biologist**

This job will give you the opportunity to leave a lasting legacy on some of the most important habitats in the Willamette Valley. The Habitat Biologist will lead complex ecological restoration projects that span oak savanna, mixed conifer, prairie, wetland, and floodplain forest habitat types. You will be a member of Greenbelt's Stewardship Department which includes four other employees who collectively manage 5,500 acres of protected habitat. A few examples of current projects include converting former agricultural land into wetlands and vernal pools, forest thinning projects to promote oak savanna, and reconnecting the Willamette River to its historical floodplain. The Habitat Biologist will work with contractors, agency partners, Greenbelt staff, and volunteers to complete projects with a focus on bolstering rare plants and animals, while also balancing public access and education. The Habitat Biologist will have a breadth of experience in natural area management that enables them to develop comprehensive management plans for our properties. To thrive in this position the ideal candidate will excel in working collaboratively with a wide range of partners, possess excellent project management skills, and be a creative problem solver. Greenbelt has a very successful track record in securing grants. The Habitat Biologist needs to have excellent writing skills and be able to translate a funder's priorities into a compelling restoration project. Successfully managing a project requires budgeting skills and familiarity with contracted restoration costs. During the busy season you may need to help-out by operating restoration equipment such as tractors and doing an occasional herbicide treatment.

All positions at Greenbelt Land Trust are active in the organization's commitment to equity, diversity, and inclusion (EDI), and will participate in efforts to integrate the values of EDI into Greenbelt's daily operations and program governance.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

#### Ecological Restoration and Habitat Maintenance (80%)

- Plan and implement complex projects to restore habitat and ecological processes by preparing contracts, proposals, permits, budgets, and reports
- Oversee management of habitats by others, using tractors, skid steers, herbicide applicators, ATVs, mowers, & power tools
- Develop work plans for contractors and stewardship staff implementing restoration
- Collaboratively develop land management plans
- Assist in writing successful grant proposals
- Occasionally operate GLT owned equipment with an emphasis on safety
- Apply herbicides safely and effectively, according to labels, laws, and best practices
- Hire, schedule, and supervise contractors
- Recruit and supervise seasonal employees
- Collaborate and assist landowners to ensure effective habitat management
- Pursue professional development by reviewing literature & attending workshops or classes

#### Stewardship (5%)

- Assist with leading tours and public events
- Assist with annual property and conservation easement monitoring
- Perform basic maintenance (e.g., fence repair, removing downed trees, road repair etc.)

#### Land Conservation (10%)

- Provide professional input into the strategic planning for the Land Conservation program
- Assist with the review of new land acquisition projects by providing input on which properties might present successful and impactful opportunities for conservation
- Use GIS or other tools to develop maps for land acquisition due diligence
- Prepare property baseline condition reports

#### Organizational (5%)

- Assist GLT staff with fund raising, events, and general operations
- Participate in organizational planning initiatives and trainings

### **SUPERVISORY RESPONSIBILITIES**

This job may directly supervise stewardship staff

### **SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED**

Greenbelt expects applicants will have experience relevant to the work listed below. However, applicants are not expected to have experience in all qualifications to apply.

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- Enthusiasm for conservation and the mission, goals and values of Greenbelt Land Trust
  - A background in ecological land management
  - Experience managing habitat restoration projects
  - Proven record writing grant proposals, land management plans, and reports
  - Experience coordinating with contractors, work crews, partners, and staff
  - Ability to manage a project budget and accurately project and track expenses
  - Working knowledge of herbicides and their safe use
  - Familiarity with heavy equipment and how it is used to manage habitat
  - Plant and animal identification skills
  - Demonstrated commitment to promoting and enhancing diversity, equity, and inclusion
  - Demonstrated ability to work collaboratively, accept responsibility, and motivate others
  - Problem-solving and organizational skills with attention to detail and recordkeeping
  - Proficient in Microsoft Office
  - Must have a valid driver's license and consent to a driving record review
  - Ability to traverse a minimum of one mile on and off trail over uneven terrain
  - Ability to lift up to 50 lbs.
  - An ability to use GIS to manage spatial data and create maps
  - Experience in prescribed burning

**Working conditions**

1. Comfort working remotely, in a shared office setting, and outdoors in all weather conditions
2. Ability to occasionally work evenings, early mornings, or weekends during critical periods

**SALARY AND BENEFITS**

Salary range is \$60,000-65,000.

Greenbelt Land Trust provides a group health plan, dental, vision, and short and long-term disability benefits, retirement, eleven floating holidays, and 16-hours per month accrued Paid Time Off. Greenbelt invests in employees' professional development and personal growth.

While there is some flexibility with remote work, this position will primarily work in-person.

Greenbelt Land Trust is an equal opportunity employer. We believe that a diverse staff of qualified, highly-skilled, and creative individuals is necessary to achieve the vision and mission of the organization. Individuals who identify as Black, Indigenous, Latinx, Asian, Pacific Islander, or other People of Color, people who are queer, trans, non-binary, people with disabilities, people who are immigrants, people from poor and working class backgrounds, and people who are/have been system-impacted are strongly encouraged to apply.

**TO APPLY**

Provide a cover letter\*, resume, contact information for three references, and a short (250 word) statement of your commitment to, and experience with, diversity, equity, justice, and inclusion in your personal and/or professional life. References won't be contacted without your prior consent.

Submit with 'Habitat Biologist' in the subject line and email to: [jobs@greenbeltlandtrust.org](mailto:jobs@greenbeltlandtrust.org)

**Deadline: March 3, 2024.** Application review will begin March 4, but the position will remain open until filled. Interviews are expected to take place during the week of March 18th with a start date of late April.

\*Your application will be ranked based on your experience and strengths in the Qualifications section, so please specifically address these points in your cover letter.