



Providing wild and forested lands and clean waterways for our community, forever.

## Regional Preserves Manager River Hills & Southern End Conservation Areas (Lancaster County) Job Opportunity

**Who we are and what we do:** The Lancaster Conservancy has been preserving land in Lancaster & York Counties, Pennsylvania for 53 years. The Conservancy's Stewardship Program works to ensure, restore, and enhance the ecological function and visitor experience of all Lancaster Conservancy's 50 nature preserves (encompassing 8,000 acres) and 71 conservation easements (encompassing an additional 880 acres) through landscape planning, design, project development and implementation, and routine maintenance, while continually developing the Program with professional staff and volunteers.

**The Lancaster Conservancy is seeking** an outgoing individual experienced in equipment operation and transport, use of power-tools, and use of hand-tools for independent maintenance of day use areas and nature preserves. The Regional Preserves Manager is assigned as the Conservancy's Stewardship Program point-person for a grouping of nature preserves within close proximity to one another. The Regional Preserves Manager works under the direct supervision of the Senior Preserves Manager (primary) and Forester (secondary) and is responsible for routine maintenance (primarily), project implementation assistance (secondarily), and volunteer work-day lead and/or assistance (thirdly). Although responsible for the preserves within a specific region, the Regional Preserves Manager will also work on all Conservancy nature preserves on a frequent basis for both routine maintenance and project assistance. Although most work will be performed in the field, shop and office duties are also common.

### Primary responsibilities include:

- Preserve care and routine maintenance
  - Mowing, trimming, pruning, and weeding
  - Equipment and tools operation and maintenance
  - Trash clean-up
  - Trail maintenance
  - Invasive plant species removal
  - Restoration site and tree grove care
  - Blowdown and hazard tree removal
  - Trail brushing and wayfinding
  - Erosion control
- Assist with project implementation under direction of Senior Preserves Manager and Forester
- Assigned regional specific duties
  - Responsible for all routine maintenance
  - Serve as on-call response
  - Perform annual monitoring visits
  - Maintain positive neighbor, municipal, and partner relationships
  - Oversee small projects and volunteer work
  - Maintain boundary markings, access point postings, and visitor hubs
- All other assigned tasks

**Qualifications:**

- **Must have at least 5 years of experience** in natural landscaping or similar trade including (but not limited to) tree care, landscaping, small gas engine repair, dry-stone masonry, carpentry, and metal work; experience or educational background in conservation, land trusts, natural resource management, parks and recreation, etc. is a plus
- Comfort and proficiency in using and maintaining hand tools, gas-powered tools, rigging and heavy equipment
- Experience and comfort operating and maintaining a chainsaw (chainsaw operator certification preferred)
- Experience and comfort in the operation and maintenance of tractors, skid steers, and other heavy construction/agricultural/excavating equipment
- Experience and comfort in driving large, non-CDL trucks as well as properly and safely hauling trailers up to 22' in length while laden with materials and equipment
- Experience in trail building/maintenance
- Experience in forestry, invasive species removal, tree care
- Possession of PA Pesticide and Herbicide Applicator License or a willingness to obtain a Pesticide Applicator License within 9 months of employment start date with Conservancy assistance
- Ability to identify plants and ecosystems
- Experience with orienteering using a map and compass as well as GPS as well as collecting field data
- Excellent communication (verbal and written) and interpersonal skills; must have the ability to work successfully with people at all organizational levels and from all backgrounds
- Comfort, knowledge, and ability to work outdoors for long periods of time, even in adverse conditions
- Must be able to perform physically laborious tasks while carrying materials or equipment and navigating uneven terrain in all weather conditions
- Ability to take direction, problem solve, and report back to direct supervisor
- Goal oriented, self-directed, and attentive to details, with excellent organizational skills and the ability to handle multiple tasks and priorities
- Experience providing for risk management
- Experience working with volunteers
- Strong conservation ethics
- Must be able to manage time and prioritize tasks
- Must be flexible with schedule and willing to work evenings and weekends as needed and to accommodate weather conditions, seasonal changes, and needs of special projects; this position does require some evening and weekend hours to support special events.
- Must possess a valid driver's license and be willing and able to travel to various locations and, possibly at times, in your own vehicle
- Must provide proof of compliance with PA child abuse background checks (LC willing to assist)

***This is a full-time, hourly, non-exempt position with competitive pay and benefits.*** Main office is located in Lancaster, PA with satellite Stewardship hubs in Martic, Twp (Lancaster County) and Hellam Twp (York County); daily field work is distributed across Lancaster and York Counties. A company vehicle is provided for travel to and from work sites. The Regional Preserves Manager reports to the Senior Preserves Manager.

Interested qualified applicants may send a cover letter and resume to Steve Mohr, Senior Preserves Manager, at [conserve@lancasterconservancy.org](mailto:conserve@lancasterconservancy.org) by no later than Sunday, January 30, 2021 at 11:59pm. Please list your last name and LCRegionalPreservesManager as the email's subject line (i.e. LastnameLCRegionalPreservesManager).

Lancaster Conservancy  
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Lancaster Conservancy provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.