



## **EMPLOYMENT OPPORTUNITY: LAND CONSERVATION ASSOCIATE**

This position is an opportunity to contribute to environmental protection, help make Alabama’s coastal communities resilient to climate change, and enhance Coastal Alabama’s unique ecosystem through land conservation and stewardship.

The South Alabama Land Trust (SALT) is seeking a Land Conservation Associate who will lead our work to monitor and inspect land that is already under conservation, enhance natural habitats, evaluate potential land and conservation easement acquisitions, and seek and manage grant funding for habitat restoration and stewardship activities. SALT currently owns 19 properties in Baldwin and Mobile Counties, has conservation easements on another 19 properties, and is pursuing new land conservation opportunities every day. This position reports to the Executive Director.

### **Duties:**

#### Monitor and Inspect Land:

- Monitor conservation easements and inspect land held/owned by SALT in accordance with Land Trust Alliance requirements in the field and using remote technologies (e.g., drones, satellite imagery).
- Write monitoring and inspection reports, including any recommendations for corrective actions.

#### Habitat Enhancement:

- Lead the development of a comprehensive stewardship plan for SALT-owned properties and properties under conservation easement.
- Recommend, develop, and implement plans to enhance habitats on SALT-owned properties.
- Lead work to control invasive species on land owned by SALT, including assessment of invasive species, identification of appropriate methods to control invasive species, planning the work, either performing the work or directing volunteers and contractors, and reporting on progress.
- Lead work to improve natural habitats on land owned by SALT through controlled burns, including assessment of need, development of schedules, either performing the work or directing volunteers and contractors, and report on progress.

- Track and report on progress of habitat enhancement projects.

Support Land Transactions:

- At the direction of the Executive Director, investigate properties that SALT is considering for acquisition or conservation easement, including identification and characterization of (i) important ecosystem characteristics; (ii) threatened, endangered or rare species or their habitats; and (iii) habitat threats (e.g., invasive species, impacts of surrounding land uses).
- Evaluate consistency of proposed property acquisitions and conservation easements with SALT's mission. Make recommendations.
- Prepare written reports of findings.
- Prepare Habitat Management Plans for long-term land stewardship.

GIS & Spatial Data Management

- Serve as the primary steward of SALT's ArcGIS system, tracking all spatial data related to conservation easements and land owned by SALT.
- Design and manage GIS feature layers and mobile workflows to support land monitoring, habitat enhancement, and land transaction projects.

Grant Management

- In collaboration with colleagues and grant funding organizations, develop applications for grant funding to support land conservation and habitat enhancement work.
- Manage grants, including required reporting, records management, and communications with grantors.

**Required Qualifications:**

- Bachelor's degree in a relevant field of study, such as biology, botany, environmental science, geology, natural resource management, and forestry.
- 2-3 years of relevant experience, including wetlands identification and engagement with landowners and government agencies.
- Knowledge of native and invasive flora and fauna of the Gulf Coast.
- Evidence of strong project management skills, including planning, scheduling, and budgeting.
- Experience in Microsoft Office suite of software, ArcGIS, LandGlide.

**Preferred Qualifications:**

- Remote Pilot Certificate from the Federal Aviation Administration (drone operator permit).
- Alabama Prescribed Burn Manager Certification or ability and willingness to get the certification.

**Compensation & Benefits:** \$40,000 - \$55,000 annually, depending on qualifications and experience. Generous paid time off, health and dental insurance, prescription coverage, and retirement plan match.

**To Apply:** Please email a cover letter and resume to [SALT@southalabamalandtrust.org](mailto:SALT@southalabamalandtrust.org).