

Job Title: Rangeland Ecology Lead
Reports to: Trout Creek Ranch Manager
Location: Trout Creek Ranch, Fields, Oregon
Classification: Full-time/Exempt
Compensation:

- \$55K-\$67K DOQ
- Health, Dental, and Vision Plan
- Generous Leave Policy
- Retirement Plan with Employer Match
- Housing Provided



Application Deadline: August 26, 2024

Are you passionate about rangeland ecology and eager to make a tangible impact on sustainable grazing practices? The Oregon Desert Land Trust and The Nature Conservancy seek a dedicated Rangeland Ecology Lead to join our team. In this role, you'll collaborate with lessees, co-permittees, and the Bureau of Land Management to develop and implement innovative grazing programs across our private and public lands. You'll set and monitor grazing objectives, manage grazing leases, and participate in The Nature Conservancy's multi-state Sagebrush Sea initiative. If you have a background in rangeland ecology or management, strong project management skills, and a desire to work collaboratively to achieve ecological, social, and economic goals, we encourage you to apply and help us shape the future of sustainable grazing at Trout Creek Ranch.

About Oregon Desert Land Trust and Trout Creek Ranch

The Oregon Desert Land Trust ("ODLT") works with landowners, Tribes, agency land managers, and other partners to conserve and restore ecologically significant wild and working lands in southeastern Oregon.

ODLT has embarked on one of Oregon's most significant conservation projects by partnering with The Nature Conservancy ("TNC") to purchase the 16,645-acre Trout Creek Ranch. Trout Creek Ranch helps connect more than a million acres of designated wildlife habitat and includes livestock grazing permits on nearly 500,000 acres of public land. The property spans from the Pueblo Mountains to the Trout Creek Mountains, with elevations ranging from 4100' in the Pueblo Valley headquarters meadows to almost 7800' in the high aspen woodlands of the Trout Creek range. The area includes abundant natural resources, including thousands of acres of core sage grouse habitat, mule deer, pronghorn antelope, and California bighorn sheep. The ranch's 2000+ acres of irrigated wet meadows support numerous waterbird species, including priority species like the greater sandhill crane and white-faced ibis.

Our stewardship programs at Trout Creek Ranch will support regional conservation objectives, test innovative management techniques, and build collaboration among public land managers and users. We're seeking a self-starter who will embrace this rare opportunity to make a lasting mark on a vital Western landscape.

ODLT is committed to building a diverse and welcoming organization by supporting employee growth, well-being, and inclusion. A diverse staff of qualified, highly skilled, and creative individuals is necessary to achieve our vision and mission. We understand that many qualified individuals have historically faced barriers to entering the conservation field and are committed to helping change this paradigm. We encourage anyone interested in the position to apply.

Position Summary

Trout Creek Ranch includes private grazing land and BLM-administered grazing permits on five adjacent grazing allotments. ODLT is the sole permittee on several allotments and pastures and grazes "in common" with co-permittees on others. At present, ODLT owns no cattle and works with local operators through stewardship leases.

The Rangeland Ecology Lead will work with ODLT lessees, co-permittees, and the Bureau of Land Management (BLM) to develop and implement a collaborative grazing program on Trout Creek Ranch's private land and public grazing allotments. This work will include setting grazing objectives, developing grazing plans and leases, monitoring progress, and adapting the program to meet ecological and community goals. A primary component of this work will be creating a virtual fence pilot project. Other ODLT and TNC staff, including the Trout Creek Ranch Manager, the Trout Creek Ranch Assistant, and TNC's Rangeland Scientist, will support the Rangeland Ecology Lead in developing and implementing the grazing program.

The Rangeland Ecology Lead will participate in TNC's multi-state Sagebrush Sea initiative to ensure Trout Creek Ranch can access and inform grazing innovations like virtual fencing. Participation will include regular virtual meetings and occasional travel to other ranches in the network.

Primary Responsibilities

- Establishing rangeland health objectives.
- Creating long-term and annual grazing plans to achieve rangeland health objectives.
- Meeting regularly with lessees, co-permittees, the BLM, and other stakeholders to discuss program objectives, issues, and progress toward shared goals.
- Collecting and managing grazing data to track program effectiveness and support adaptive management.
- Developing a virtual fence program to improve grazing stewardship.
- Managing grazing leases, including tracking livestock use and invoicing.
- Coordinating with lessee(s), co-permittees, and the BLM to maintain, repair, replace, or install fences, corrals, water developments, and other grazing infrastructure.
- Supporting related Trout Creek Ranch programs in meeting complementary ecological goals, including spring, stream, and meadow restoration and noxious weed management.

Education, Experience, and Knowledge

We're committed to finding the best fit for our team and encourage you to apply even if you only meet some of the qualifications below. When hiring the Rangeland Ecology Lead, we will consider both education and experience.

- A BA/BS in Rangeland Ecology/Management/Science or a similar field and three years of experience in natural resource management (or a comparable combination of education and experience).
- A demonstrated working knowledge of computers and software, such as Microsoft Word and Excel, and a desire to build or maintain that knowledge through training.
- Familiarity with GIS tools like Arc GIS, Quick Capture, Field Maps, and Google Earth.
- Experience with plant identification and soil classification.
- Experience creating and implementing grazing management plans.
- Familiarity with planning and monitoring tools such as the Grazing Response Index, Landscape Appearance Method, or Key Species Method.
- An ability and desire to work with others to identify and achieve mutual goals.
- An ability to manage projects and meet deadlines.
- Must have a valid driver's license and a clean driving record.

Working Environment

- Regularly exposed to amazing vistas, wildlife, and adventure.
- Occasionally required to hike through rugged terrain, walk over uneven ground, or climb under or over obstacles.
- Regularly works in snow, rain, and hot and cold weather.
- Occasionally soaks in nearby hot springs.
- Regularly sits or stands at a desk or computer workstation.
- Continuously challenged to provide innovative, problem-solving ideas in a team environment.
- Regularly required to operate trucks, trailers, and all-terrain vehicles.
- Occasional evening or weekend work.
- Occasionally lifts, positions, or moves objects weighing up to 50 pounds.

To Apply:

Applications **must include** a (1) resume and (2) a cover letter summarizing your interest, qualifications, and applicable experience. Please email your materials to info@oregondesertlandtrust.org with "Rangeland Ecology Lead" in the subject line.

You can find additional information about ODLT on our website at www.oregondesertlandtrust.org. You can also [subscribe to our eNewsletter](#) to receive updates on our work or read recent articles about our work by visiting the [Good Reads](#) section of our website.