

Job Title: Stewardship Manager
Reports to: Deputy Director
Location: Flexible within Central and Southeast Oregon

Classification: Full-time/Exempt
Compensation: \$62,368- \$74,842 with medical/dental, retirement benefits, and generous vacation/leave.



About Oregon Desert Land Trust

The Oregon Desert Land Trust (ODLT) works with landowners, Tribes, land managers, and other partners to conserve and restore private land throughout the region. These wild and working lands are critical to ecological, economic, and community health. Oregon's high desert is characterized by small towns and working ranches scattered among mountains, rivers, and canyons. Like other areas in the West, the region is experiencing turnover in land ownership driven by inter-generational shifts in the ranching sector and increasing demand for recreational properties. With support from volunteers with decades of experience in real estate, law, ranching, business, and conservation science, as well as our relationships with landowners and knowledge of the region, ODLT has already conserved over 20,000 acres and holds grazing permits on over 500,000 acres of surrounding public lands.

ODLT is committed to maintaining an inclusive environment. We welcome diverse backgrounds, perspectives, and voices.

Position Summary

The Stewardship Manager will support ODLT's programs at Trout Creek Ranch (TCR) as well as efforts at other ODLT properties to meet regional conservation objectives, test innovative grazing management techniques, and build collaboration among neighboring ranchers and public land managers. We're seeking a self-starter who will embrace this rare opportunity to make a lasting mark on a vital Western landscape. These efforts will focus on collecting, managing, analyzing and translating data into informed and thoughtful management of ODLT lands. The position will participate in The Nature Conservancy's multi-state Sagebrush Sea initiative to ensure successful implementation of grazing innovations like virtual fencing at Trout Creek Ranch. Participation will include regular virtual meetings and occasional travel to other ranches across the West.

Key Responsibilities

1) Conservation & Stewardship (25%)

- Develop stewardship strategies and plans to accomplish the goals outlined in ODLT's strategic plan.

- Cultivate relationships with collaborating individuals, agencies, and organizations, including presenting ODLT's work to external audiences as needed.
- Support ODLT efforts to secure funding from private, state, and federal sources, including:
 - Provide stewardship input on organizational funding proposals.
 - Develop budgets and grant proposals for stewardship activities.
 - Lead and support stewardship funder tours and site visits.
- Ensure ODLT's compliance with the Land Trust Alliance's Standards and Practices for stewardship.
- Support ODLT's conservation program by bringing a science lens to conservation strategy development and implementation, including project assessment.
- Occasionally prepare stewardship content for newsletters and reports.

2) Trout Creek Ranch Grazing Innovation and Science Integration (75%)

- **Grazing Planning.** Work with ODLT's Trout Creek Ranch Manager, Trout Creek Restoration Manager, lease partners and co-permittees, The Nature Conservancy, the Eastern Oregon Agricultural Station, BLM, and others to establish rangeland health objectives and develop grazing plans for Trout Creek Ranch.
- **Virtual Fence Demonstration.** Work with ODLT's Trout Creek Ranch Manager, TNC's Rangeland Scientist, BLM, and interested lessees or co-permittees to develop and implement a virtual fence program on Trout Creek Ranch and associated allotments.
- **Science Integration.** Integrate developing science into all aspects of TCR stewardship, including seasonal wetland and rangeland management, regenerative agriculture, and weed management.
- **Monitoring.** Working with TNC and ODLT staff, develops and coordinates TCR monitoring program, including collecting grazing use data to track program effectiveness and support adaptive management.
- **Data Management.** Work with ODLT and TNC stewardship and science staff to describe, secure, store, and share project data.
- The Stewardship Manager will participate in TNC's multi-state Sagebrush Sea initiative to ensure Trout Creek Ranch can access and inform grazing innovations like virtual fencing.

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 Stewardship Manager, we will consider both education and experience.

- A BA/BS in Rangeland Ecology/Environmental Science/Natural Resource Management 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.
- A deep appreciation of western landscapes and the people who live and work here.

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:

Please email a PDF cover letter and resume to info@oregondesertlandtrust.org with “Stewardship Manager Application” in the subject line. Position open until filled.

Additional information about ODLT can be found 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.