



Conservation Manager

Position Description

Riveredge is more than a nature center. Our 55-year legacy as a pioneer in the areas of land restoration, research, and inquiry-based education throughout Wisconsin serve as a strong foundation to its future initiatives. Today, Riveredge is reimagining the role of the nature center by empowering and supporting communities to live in harmony with their natural environment in a way that encourages exploration, adventure, and fun, while contributing to the overall quality of life for our neighbors throughout southeastern Wisconsin.

Position Purpose

The Conservation Manager will work as part of the Riveredge Nature Center (RNC) team of staff and volunteers. This position is responsible for the successful implementation of property management plans and stewardship activities for Riveredge Nature Center properties and covenants. The position also works with a variety of stakeholders including landowners, conservation organizations, government agencies and the general public. In addition, this position is involved in many aspects of day-to-day operations of the Center's conservation activities. A successful Conservation Manager at RNC will have a philosophy which is conducive to both environmental protection and usage of the land for visitor and educational experiences.

Responsibilities

Conservation Responsibilities

- Management of all RNC lands, totaling 485 acres.
- Implement Riveredge management plans under the leadership of the Research and Conservation Director.
- Record actions daily into our master conservation log to track grant and non-grant related projects, programming participation and volunteer efforts
- Collaborate in the creation of an annual department budget with the Research and Conservation Director
- Manage specific expense and revenue lines to ensure they meet budget
- Maintain equipment and supplies.
- Produce and maintain GIS maps and databases for land management reporting.
- Supervise land management work undertaken by contractors

- Manage a team of eight to ten (8-10) volunteers, known as the habitat healers, plan their weekly activities, utilize their unique talents to accomplish conservation goals, and create a fun learning environment while doing so.
- Manage a seasonal Americorps crews
- Work alongside the Research Manager and Conservation Technicians
- Active role in all aspects of prescribed fire operations while maintaining base level certifications of RT-130 Fire Safety Refresher annually
- Pass the Prescribed Fire Work Capacity Test (WCT) within one year of employment and maintain certification for active participation on partnering burns
- Conduct regular trail clearing
- Conduct seasonal hazard tree removal and small scale logging for pine stand management and heritage oak release
- Photo monitoring activities for reporting and management of witness post datasets
- Apply herbicide, according to the law and label, to control invasive species and aggressive natives
- Maintain a valid applicators license in both Wetlands and Forestry or Natural Resources
- Maintain a valid driver's license
- Meaningfully contribute to revenue generating work including teaching and organizing educational programs, organizing wood sales, and small consulting projects.
- Collaborate with the Director of Research and Conservation to serve as a resource for student interns.
- Support the Facility Sr. Manager and the Research and Conservation Director in the management of visitor access, including developing trails, visitor amenities, signage and enforcement of rules and regulations.

Communication

- Contribute to newsletter, annual report and other publications.
- Help write grant proposals pertaining to restoration ecology, public access, biodiversity and land management.
- Enhance public awareness of RNC properties and mission through networking and encouraging use of properties by other organizations
- Help to implement and maintain contractual agreements with farmers leasing agricultural lands held by RNC

Other Responsibilities

- Work with the Director of Education and other educational staff to develop and incorporate land stewardship activities into school programming on and off-site the RNC property.
- Assist in staffing the Visitor Center approximately one weekend day per quarter.
- Assist with RNC outreach and fundraising events, as necessary
- Other duties and special projects as assigned

Position Expectations

In addition to the Primary Duties, the Conservation Manager is expected to meet the following expectations set forth for all staff members of Riveredge Nature Center:

- Meaningfully contribute to the Riveredge staff team. This includes helping with projects, programs, and events that may fall outside of the primary duties or departments of this position description.
- Foster an inclusive and supportive environment through personal actions such as supporting and helping other staff members and volunteers.
- Provide high quality customer service experiences to all guests and volunteers.
- Regularly participate in staff meetings and internal professional development training.
- Seek out professional development opportunities outside of Riveredge Nature Center to further expand and improve your skills, talents, thoughts and ideas.
- Strive for excellence and innovation.

Compensation and Working Conditions

This is a full-time, Manager level, exempt, salaried position at \$43,000 per year, and provides the following benefits. Specific quantities of benefits will be presented in the offer letter.

- Short and long term disability paid 100% by Riveredge,
- Optional participation in health, dental and vision insurance,
- Matching retirement contributions up to 4%,
- Generous paid time off (PTO) allotment,
- Paid holidays

Additional working conditions include:

- Work evenings and weekends on an occasional basis.
- Occasional travel for networking and professional development opportunities.
- Telecommuting privileges exist for this position upon approval through coordination with your direct supervisor.

Be Your Authentic Self

The Riveredge team values diversity – in who we are, in how we think, and how we accomplish audacious goals together. Everyone is invited to bring their authentic self to their work: their passions, their interest, their skills and talents. We strive to build and demonstrate a growth mindset; we learn from each other and continually seek to get better in our positions, and as people, every day. We promote equity, support one other, and build diverse teams where each member can bring their unique strengths with them to the table.

This position reports directly to the Research and Conservation Director.

Preferred Qualifications

- Bachelor's degree in biology, ecology, environmental science, resource management or related field.
- Two years of field experience in conservation management, ecological monitoring or similar work. An equivalent combination of related education and experience may be considered.
- Proficient in GIS, geodatabase creation and ArcGIS fieldmaps.
- Understanding of database management.
- Ability to conduct field work including wildlife surveys, natural area inventories and ecological assessments.
- Skilled in the identification and management of Wisconsin native and invasive flora.
- Familiarity with tractor, skid steer and UTV operation.
- Comfortable and efficient with operating and maintaining gas powered chainsaws for production limbing, bucking and felling.
- Ability to work as a team member, as well as individually, as well as the ability to work with a diverse group of people including volunteers.
- Experience with technical writing and public speaking.
- Comfortable developing new sources of revenue and ability to understand revenue impacts on land management activities.
- Enthusiastic, positive, motivated and likes to have fun on the job.
- Ability to work as a member of a team by sharing decision making while personally assuming and also asking for responsibility and accountability.
- Strong interpersonal skills, organized and professional demeanor, self-directed.
- Strong oral and written communication skills.
- Computer skills, comfort using email and internet. Must be proficient in using the Google suite, Microsoft suite, and GIS.