



Job Announcement

POSITION TITLE: Conservation Field Manager

STATUS: Full Time, Exempt

REPORTS TO: Land Conservation Program Director

POSITIONS REPORTING TO THIS POSITION: Up to 10 Conservation Technicians plus seasonal stewardship crews

LOCATION: Yerington, Nevada, with frequent travel within the Walker Basin and additional travel to Reno and Carson City, Nevada and elsewhere as needed.

BACKGROUND: The Walker Basin Conservancy (Conservancy) is leading the effort to restore and maintain Walker Lake while protecting agricultural, environmental and recreational interests in the Walker Basin (www.walkerbasin.org). The dynamic nature of the Conservancy and its diverse resource management portfolio provide unique opportunities to develop innovative, interdisciplinary conservation solutions while working closely with a dedicated and passionate staff. The Conservancy team is comprised of approximately 25 full-time employees and increases up to 70 during our field season.

The Conservancy manages a complex real-property acquisition program, acquiring land, water and related interests from willing sellers in the Walker Basin, for the benefit of Walker River and Lake. In addition, the Conservancy manages intensive restoration and stewardship activities on thousands of acres in the Walker Basin.

JOB PURPOSE: Reporting to the Land Conservation Program Director, this position will be primarily responsible for successfully implementing the stewardship and land management plans developed with the Land Manager. This position will be responsible for direction, coordination and management of a large field staff and will work closely with the Land Manager on adaptive management strategies to address ever changing field conditions. This position will play a fundamental role in the on the ground success of the Program.

Essential Functions

Staff Management and Administration (50%)

- Ability to successfully coordinate and direct a large field staff;
- Ability to develop and manage staff effectively and efficiently, laying out schedules well in advance and adapting as necessary;
- Ability to identify and improve operations and efficiencies;
- Ability to help grow existing staff into increasing responsibilities;
- Ability to manage and complete administrative paperwork and reports;
- Management of two field offices within the Walker Basin;
- Ability to anticipate next steps; provide guidance and recommendations;
- Work closely with various staff and contractors for successful implementation of plans; and,
- Management of numerous contractors.

Conservation Implementation (30%)

- Work closely with Land Manager for successful implementation of stewardship plans;
- Coordinate regularly with a variety of staff to ensure water and land activities are implemented in the most effective and efficient manner; and
- Work closely with landowners, lessees and government agencies (federal, state, local) to effectively implement stewardship plans.



Management of Assets (20%)

- Oversee the management, maintenance and use of a fleet of vehicles and large equipment in coordination with the Maintenance Coordinator;
- Ensure proper staff training on equipment.

Physical and Mental Requirements

Strength, dexterity, and coordination to use keyboard and video display terminal for prolonged periods. Strength and stamina to bend, stoop, sit, and stand for long periods of time. The manual dexterity and cognitive ability to operate a personal computer using word processing and databases. The ability to interact professionally, communicate effectively, and exchange information accurately with all internal and external customers. Ability to appropriately handle stress and interact with others, including supervisors, coworkers, clients, and customers. Regular and consistent punctuality and attendance.

Strength, dexterity, coordination, and vision to use tools and equipment for prolonged periods. Strength and stamina to bend, stoop, sit, and stand for long periods of time. Strength and dexterity to operate small, medium, and heavy equipment. Strength and stamina to endure standing and working for long periods of time and in extreme weather conditions. Dexterity and vision to observe oncoming traffic hazards and react quickly to emergency situations. Some heavy lifting (over 75 pounds) is frequently required.

In compliance with applicable disability laws, reasonable accommodations may be provided to qualified individuals with a disability who require and request such accommodations. Applicants and incumbents are encouraged to discuss potential accommodations with the employer.

Working Conditions

Position functions in both an outdoor setting as well as an indoor, office type environment where most work is performed at a desk. Indoor working environments are generally clean with limited exposure to conditions such as dust, fumes, noise, or odors. Frequent interruptions to planned work activities occur. Outdoor settings will have varying weather conditions, including, but not limited to: extreme heat, dry conditions, rain, snow or hail, and extreme cold. Work sites will generally be in areas with at least primitive road access for crew vehicles. Work sites will generally not have access to potable water, restroom facilities, or cellphone signals, and Technicians will be expected to follow Leave No Trace principals on work sites without facilities. Work will frequently require hiking over rough terrain while carrying tools and equipment. Position may occasionally be required to operate heavy machinery in hazardous environments. Outdoor working environment is generally dirty, with prolonged exposure to conditions such as dust, fumes, noise, or odors. Frequent interruptions to planned work activities occur.

QUALIFICATIONS

- A minimum of 5 years in management position with progressively increasing responsibility;
- A minimum of 5 to 7 years' experience in employee management;
- Highly independent, proactive and entrepreneurial with experience developing and implementing projects;
- Experience with irrigation systems: drip, sprinkler, flood, pumps (small and large irrigation);
- Experience with planting shrubs and grasses;
- Experience with operating all types of equipment such as: farm tractors, seeders, backhoes, tillage implements, augers, etc.;
- Previous experience in conservation, agriculture knowledge;
- Demonstrated organization, tracking and management experience required;
- Excellent communication skills, ability to clearly and concisely give direction;
- Excellent computer skills and proficient in Excel, Word, Outlook, and Access; and,
- Team player with a strong work ethic and is always up for a new challenge.



COMPENSATION PACKAGE:

A salary range of \$45,000 to \$65,000 based on the level of experience.

Excellent employee benefits package which includes:

- A four-day work week;
- Employer paid health, dental, vision and life insurance plans for employee Retirement 403(b) plan includes a 6% automatic company contribution;
- 120 hours of annual paid vacation, increasing to 160 hours after first year of employment;
- 16 hours of annual personal leave;
- Company paid holiday week between Christmas and New Year's;
- 60 hours of annual sick leave;
- 11 paid holidays;
- Health and wellness subsidy; and
- Employer paid professional development.

Position will remain open until filled. Only top candidates will be contacted.

Please send cover letter and resume to:

Amy Gladding

amy.gladding@walkerbasin.org

Subject Line: Conservation Field Manager

Please call (775) 463-9887 x116 with questions.

All applicants must also submit a Employment Application Acknowledgement form that can be found on our website at: <https://www.walkerbasin.org/join-our-team>

Equal Opportunity Statement – Walker Basin Conservancy is an equal opportunity employer. WBC does not discriminate against any employee, applicant, director, officer, contractor, or any other person with whom it deals because of race, creed, color, disability, age, sex, veteran status, religion or political affiliation. WBC complies with all federal and local statutes prohibiting discrimination in employment.

Reasonable accommodations may be provided for qualified individuals with a disability.

Disclaimer - The statements contained herein are intended to describe the general nature and level of work to be performed by the employees in these positions. The statements are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in each position. Other responsibilities, duties, and skills may be assigned and management retains the right to add or change the responsibilities, duties, and skills at any time.