POSITION ANNOUNCEMENT

FAVILLE GROVE SANCTUARY LAND STEWARD

Date posted: July 18, 2023
Classification: Full time, salaried
Desired start date: As soon as possible

ABOUT MADISON AUDUBON & FAVILLE GROVE SANCTUARY

Madison Audubon (MA) is a leading conservation organization in the Midwest and an accredited land trust that owns and manages more than 2,000 acres of restored conservation land in southern Wisconsin. Faville Grove Sanctuary, established in 1998, encompasses 1,000 acres of biologically diverse remnant and restored natural communities, including prairies ranging from wet-mesic to dry, savannas, woodlands, and wetlands from tamarack bogs to fens to open water, as well as unrestored farmland and old fields.

POSITION SUMMARY

The Faville Grove Sanctuary restoration ecologist/land steward is responsible for continuing the excellence in habitat restoration and management. The land steward is appointed by the executive director of Madison Audubon and reports to the volunteer sanctuary co-managers to plan and implement all sanctuary management and outreach activities. As a required condition and benefit of employment, the land steward lives on-site in the sanctuary’s Prairie Lane residence with all rent, utilities, and internet paid by Madison Audubon.

This is a hands-on, year-round position that works closely with the volunteer sanctuary managers to plan, engage in and monitor all sanctuary activities and uses. This includes preparing land management plans; conducting prescribed burns; controlling invasive species; preparing and applying herbicides; cutting brush; chain sawing; seed collecting, cleaning and planting; supervising summer restoration ecology interns, short-term assistants and contractors; reaching out to the community and coordinating volunteers.

ESSENTIAL FUNCTIONS

• Live in the sanctuary’s Prairie Lane residence and monitor public use of sanctuary lands
• Inform the public of permitted and prohibited activities
• Develop and update management plans for each parcel within the sanctuary
• On an ongoing basis, monitor all sanctuary properties and determine management priorities and activities
• Identify locations of local genotype seed sources within and outside of the sanctuary
• Monitor native plant seed production and ripeness
• Collect, dry, and clean seeds for restoration projects
• Seed new restoration sites, and back-seed in-progress restorations to enhance their diversity
• Identify and document locations of invasive species and develop plans/strategies for their control
• Control invasive species through hand-pulling, cutting, digging, and herbicide application
• Cut undesirable brush and trees, herbicide cut stumps, pile and burn slash

continued on next side
- Organize and conduct prescribed burns
- Work with neighboring landowners and partners to improve/enhance habitat on private lands
- Develop and maintain hiking trails and firebreaks
- Develop signage and informational materials
- Perform general maintenance of sanctuary property and facilities
- Operate, maintain and repair equipment
- Purchase supplies and equipment
- Conduct plant and wildlife surveys and inventories within and around the sanctuary
- Monitor conservation easements to assure compliance
- Provide leadership, direction, instruction and supervision of summer interns
- Supervise seasonal staff and contractors
- Recruit volunteers and schedule, plan, and supervise volunteer work parties
- Plan and lead field trips
- Develop and maintain ArcGIS database
- Develop outreach and educational literature and web site materials
- Identify funding opportunities and prepare grant proposals and reports
- Contribute periodically to the MA quarterly newsletter
- Maintain records and prepare reports of all sanctuary activities

**QUALIFICATIONS**
The position requires an enthusiastic, hard-working, versatile individual who is committed to improving the ecological health of the land, capable of learning quickly and possessing excellent written and personal communication skills. The successful candidate will have or will need to achieve certification in herbicide application, prescribed burning, chainsaw safety, and first-aid. Familiarity with Wisconsin's native and invasive plants is a plus, as is experience in ecological restoration and computer skills, including ArcGIS. The position involves significant, physical outdoor work in the varied annual conditions of southern Wisconsin. Some work during weekends and outside of regular business hours is required.

**COMPENSATION PACKAGE**
This is a full-time early-career position with competitive compensation and benefits that include:
- Starting annual salary $30-39,000, depending on experience and qualifications
- Rent-free residence with utilities and internet provided at the lovely, 3-bedroom house on Prairie Lane, overlooking the sanctuary (valued at over $30,000 per year)
- Collaborative work environment
- Family health and dental insurance (MA pays 80% of premiums)
- Medical/family leave and paid time off
- Employee Retirement Plan with employer match

**TO APPLY**
Please email a letter to of application and resume as a single PDF with filename LASTNAME_FIRSTNAME.pdf to Matt Reetz, executive director, at mreetz@madisonaudubon.org. Please express your interest and relevant work, academic, or volunteer experiences and skills. Applicants are encouraged to submit their materials by Monday, August 14, 2023, but the position will remain open until filled.

*Madison Audubon has an open-minded and progressive organizational culture that fosters a respectful, equitable, and inclusive work environment. The organization and its staff embrace diversity and equal opportunity to build and celebrate a team that represents a variety of backgrounds, perspectives, and skills. Madison Audubon provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.*