



Land Care Specialist Job Description

The [Native Land Conservancy, Inc.](https://nativelandconservancy.org/) (NLC) is a Native American-led land conservation nonprofit based in Mashpee, Massachusetts. Presently, our Board Members come from four tribal groups. Our mission is to protect and restore land for all living things wherever possible. Through land rescue and other programs, we perpetuate indigenous cultural lifeways. The NLC is a national organization that currently holds title to 67 acres, protects 811 acres through conservation restrictions, and stewards cultural respect easements on 440 acres.

The Land Care Specialist is a new position dedicated to caring for the land. This position is well-suited for someone who has broad knowledge of local plants and animals, enjoys teaching others, can balance fieldwork with desk work, and is committed to improving Indigenous-led conservation locally and beyond.

Position responsibilities:

- Restore and maintain habitats such as: reintroducing native species, control invasive plants, and improving trails
- Regularly monitor all NLC land holdings across eight towns and proactively address issues
- Enforce land use policies
- Annually visit conservation restriction properties and report on compliance
- Keep digital and physical records
- Cultivate and lead volunteers in improving habitats
- Lead guided tours, walks, and paddles
- Assist with collecting ecological data and cultural inventory information
- Maintain and operate equipment such as chainsaws and wildlife cameras
- Support special events and projects as needed

The successful candidate will be self-motivated, a community-builder, respectful of diverse perspectives, and have basic computer skills.

The Land Care Specialist will be supervised by the Executive Director and will be based in the NLC office (30%) and outdoors (70%). This position is full-time (35 hours). Compensation includes a salary between \$50,000 – \$55,000 and competitive benefits.

Applications will be reviewed on a rolling basis. Interested candidates should send a cover letter and resume to diana@nativelandconservancy.org

Qualified Native American candidates are highly encouraged to apply.

