



Natural Resources Technician II

Mojave Desert Land Trust

P.O. Box 1544 • 60124 29 Palms Hwy • Joshua Tree, CA 92252 • mdlt.org

Work for one of the leading conservation voices in the California desert! The Mojave Desert Land Trust is a 501c3 with the goal of protecting the California desert ecosystem and its scenic and cultural resource values. We do this through a winning combination of land acquisition and stewardship, native plant restoration and seed banking, education, and advocacy. We have acquired over 100,000 acres across the California desert, and we are a record-holder in land conservation, having conveyed more tracts of land to the National Park Service than any nonprofit nationwide since 2006. Central to MDLT's mission and fundamental to its success is the ability to acquire, care for, and convey lands that are essential in maintaining, creating, and expanding wildlife linkage corridors and protecting our public lands for the next generations in line.

Come join our team of highly motivated and passionate staff who care deeply about our mission and one another. At MDLT, we believe in, and support workplace diversity, equity and inclusion. It is our belief that a diverse and inclusive workforce leads to better discussions, decisions, and outcomes for everyone. In recruiting for our team, we welcome the unique contributions that you can bring in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran's status, color, religion, disability, sexual orientation and beliefs.

Position Summary

MDLT is seeking an experienced Natural Resources Technician to assist with implementing MDLT's conservation objectives by performing restoration, research, and land management activities on MDLT lands across the California desert. The Natural Resources Technician II reports to the Natural Resources Program Director and assists in planning and executing restoration tasks, conducting relevant field work, monitoring restoration and research projects, collecting and managing field data, preparing reports, and coordinating with volunteers, contractors, and partners to ensure project and land management goals are met. Additionally, the Natural Resources Technician II serves as the Prairie Falcon Conservation Program Coordinator, overseeing the development and implementation of MDLT's newly created Prairie Falcon Conservation Program. As a key member of MDLT's Natural Resources Management Division, the Natural Resources Technician II works with the Natural Resources Program Director to ensure restoration and management tasks are performed in accordance with MDLT's mission.

Starting Salary Range: \$20.80 to 22.96 per hour

Roles and Responsibilities:

- Carry out day-to-day field work and manage datasets for restoration and research projects
- Coordinate volunteer and contracted activities for restoration and research projects

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- Assume the role of Prairie Falcon Conservation Program Coordinator (involves creating a database of known eyrie locations, identifying threats and management actions, helping organize a Prairie Falcon working group, and coordinating field work)
 - Implement land management plans and perform monitoring activities on lands owned and/or managed and/or monitored by MDLT
 - Conduct data entry and analysis and summarize project findings for reports and presentations
 - Prepare deliverables that fulfill management plan requirements and grant-funded projects
 - Assist in developing land management plans, grant proposals, and technical papers
 - Assist in developing conservation, restoration, and research projects that inform best practices for desert conservation
 - Assist in identifying emerging trends in conservation science
 - Create maps as needed for various projects, grant proposals, and land management plans
 - Collaborate with partners, contractors, and consultants to manage workload efficiently, both internally and externally
 - Collaborate with the Lands Stewardship team, Plant Conservation Department, and Outreach and Education Department on various projects
 - Interact with conservation partners, public agencies, private landowners, and the public
 - Represent MDLT at events and meetings
 - Other duties as assigned – this may include assisting the Lands or Plant Conservation Departments on occasion.

Required Education/Experience/Qualifications:

- Bachelor's degree or higher in conservation-related field
- Experience working in ecological restoration and/or land management and/or stewardship with an understanding of the conservation values of the California desert
- Project management experience, including but not limited to coordinating project tasks, communicating with partners and contractors, maintaining project timelines
- Excellent writing skills; able to present written information to a variety of audiences
- Excellent problem-solving skills; able to make practical on-the-ground decisions when implementing field tasks
- Intermediate to advanced GIS mapping and analytical skills
- Field experience, including but not limited to restoration, wildlife and vegetation surveys, biological monitoring
- Physically able and willing to work outdoors and hike cross country on difficult terrain up to 10 miles or more; lift objects up to 50 pounds
- Physically able and willing to perform rigorous outdoor work such as lifting, digging, and sustained standing and walking in hot and cold weather conditions typical of a desert climate
- Must be proficient with or willing to gain proficiency in and utilize a variety of hand tools and power equipment
- Knowledge and experience in safely operating 4WD vehicles preferred
- Research experience, including managing and analyzing datasets preferred
- General knowledge of desert flora, fauna, and ecological processes preferred
- Experience working with volunteers preferred
- Wilderness First Responder (WFR) certified preferred

Required Traits:

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- **Communicate Effectively:** Speak, listen, and write in a clear, thorough, and timely manner using appropriate and effective communication tools and techniques. Must be able to present information effectively (written and orally) to expert and lay audiences.
 - **Ethical Behavior:** Understand ethical behavior and business practices and ensure own behavior and the behavior of others are consistent with these standards and align with the values of the organization. Must have the ability to be discreet and properly handle confidential information.
 - **Flexibility:** Willingness to travel as needed and adjust shifts according to needs of the organization. Willing and able to work in a variety of terrains and weather. Must be able to evolve as the organization evolves and actively engage in furthering the development of the organization and to perform any other duties as assigned.
 - **Foster Teamwork:** Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness.
 - **Make Decisions:** Assess situations to determine the importance, urgency, and risks, and make clear decisions which are timely and in the best interests of the organization. Must be able to work independently and under pressure at a fast and rigorous pace in response to an ever-changing demand of the position.
 - **Organization:** Set priorities, develop a work schedule, monitor progress towards goals, and track details/data/information/activities. Must be extremely detailed orientated.
 - **Plan:** Determine strategies to move the organization forward, set goals, create, and implement actions plans, and evaluate the process and results.
 - **Technologically Advanced:** Proficiency in Microsoft Office Software products, Adobe Acrobat Reader or Professional, and Proficient with ArcGIS software, geospatial procedures, and GPS navigation.
 - **Transportation:** Must possess a valid class “C” driver’s license at all times of employment and be able to safely operate, or learn to operate, a 4WD vehicle and trailer across a variety of terrain.
 - **Ability to support MDLT’s conservation culture and MDLT’s values of Respect, Collaboration, Adaptability and Sustainability.**

TO APPLY

Send an email to Lani Brown, Director of Human Resources at lanibrown@mdlt.org. Please include your resume and at least three professional references with contact information. If you do not have a resume, please request an employment application. All applications are held in confidence; references will not be contacted until later in the search process with the candidate’s prior knowledge. Review of applications will begin immediately and will continue until the successful candidate is selected. **NO PHONE CALLS PLEASE.**

BENEFITS

MDLT offers competitive salaries; generous paid vacation, and sick time; health, dental and vision insurance; Flexible Spending Account plan, 401(k) Retirement Plan with a 3% match, and 12 paid holidays per year.