



Grazing Program Technician

Full-Time Regular, Santa Lucia Conservancy, Carmel, CA, US

Position open until filled

Who We Are?

The Santa Lucia Conservancy is a 501 (c) (3) non-profit land trust incorporated in 1995 to conserve the ecological integrity of the protected lands within the Santa Lucia Preserve in Carmel, CA. We are dedicated to advancing the art and science of conservation-compatible development through adaptive land management, conservation easement stewardship, ecological research and environmental education programs.

The Conservancy actively manages 18,000 acres of natural lands within the 20,000-acre Santa Lucia Preserve to protect and enhance their extraordinary ecological values. In addition, the Conservancy works with a variety of academic and environmental partners to conduct and promote land management and ecological research to increase our understanding local natural resources and the interactions between human communities and the natural environment.

Position Summary

This entry level position is a highly physical, field-based position. Will focus on the day to day operations on the Santa Lucia Conservancy Restoration Grazing Program and will report to the Director of Stewardship & Grassland Ecologist. The successful candidate will be able to work individually or in a team setting while performing the ranching operational activities listed below. Most of the activities listed below are performed on foot, on steep terrain.

Duties will include but may not be limited to:

- Move/Handle Cattle in pastures and corrals using low stress techniques.
- Build, maintain and repair portable electric fences, corrals and water sources.
- Use chemicals to assist with weed control when needed.
- Maintain and repair solar units, and portable water tanks.
- Safely operate and maintain vehicles, tractors, and heavy equipment with various attachments.
- Safely operate ATV and UTV.
- Vaccinate livestock using syringes and hypodermic needles.
- Other duties as assigned.

Competencies

To perform the job successfully, an individual should demonstrate the following competencies:

- **Problem Solving** - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; works well alone.
- **Teamwork** - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests.
- **Judgment** - Exhibits sound and accurate judgment.
- **Motivation** - Demonstrates persistence and overcomes obstacles; Takes calculated risks to accomplish goals.
- **Planning/Organizing** - Prioritizes and plans work activities; Uses time efficiently.
- **Computer Skills**- Have a working knowledge of, or be willing to learn Microsoft Office and ArcMap.
- **Communication** – Effectively communicates through verbal, written, and electronic forms.
- **Professionalism** - Reacts well under pressure; Accepts responsibility for own actions; Follows through on commitments; Represents the Santa Lucia Conservancy in a professional and respectful manner.
- **Attitude**- Keeps a balanced disposition when adverse situations arise and looks for opportunities to learn and develop professionally.
- **Quality** - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality.
- **Safety and Security** - Observes safety and security procedures; Reports potentially unsafe conditions; Uses equipment and materials properly. Wears appropriate PPE.
- **Attendance/Punctuality** - Is consistently at work and on time; Ensures work responsibilities are covered when absent.
- **Dependability** - Follows instructions, responds to management direction; Takes responsibility for own actions; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan.

Qualifications To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education and/or Experience Livestock care and familiarity with low-stress handling and planned grazing experience is required. A High School diploma or GED is required. A two or four-year degree in Agriculture or Natural Resources is desirable. Heavy equipment operation and ATV experience preferred. An interest in Wildlife and Native plant communities conservation is highly encouraged.

Language Skills Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence.

Reasoning Ability Ability to apply common sense understanding to carry out detailed but uninvolved written or oral instructions.

Certificates, Licenses, Registrations Must possess a valid California Driver's License or be able to obtain one within 30 days of employment.

Physical Demands

- While performing the duties of this Job, the employee is regularly required to stand; walk; use hands to finger, handle, dig with various tools, or feel; reach with hands and arms; stoop, kneel, crouch, or crawl and talk or hear.
- The employee is occasionally required to sit.
- The employee must regularly lift and /or move up to 50 pounds, frequently lift and/or move up to 100 pounds and occasionally lift and/or move more than 100 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.
- Must be able to perform physical labor for extended periods of time.

Compensation

This position has an Hourly rate range of \$21 to \$23, per hour depending on experience. The Santa Lucia Conservancy offers comprehensive benefits including health, vision, and dental insurance, as well as vacation pay and 401k.

Please submit a cover letter and resume by email by August 9, 2020 to:

Susan Giles
Director of Business Operations
sjiles@slconservancy.org

Santa Lucia Conservancy

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