

Position: Land Stewardship Manager	Status: Full-time
Reports to: Executive Director	FLSA Exempt
Supervises: Summer Interns; Volunteer Stewards, Other Volunteers	Date February 2026

**Position Summary:** The Land Stewardship Manager plays a vital role in the protection and ongoing care of the Central New York Land Trust's nature preserves, a portfolio that currently includes 57 preserves in 21 municipalities across Onondaga, Oswego and Madison counties. The Stewardship Manager works to carry out fieldwork, land management, program management, volunteer coordination, and stewardship activities to ensure the long-term ecological health and public enjoyment of these conserved lands. Stewardship efforts must align with the Land Trust Alliance (LTA) Standards and Practices to support CNYLT's accreditation; previous experience working at or partnering with an accredited land trust is preferred. The Stewardship Manager also supports the Land Trust's involvement in regional, city-wide, and community-based sustainability planning in support of our mission, and supporting our efforts to work with Onondaga Nation and Native-led partner organizations living and working in what's now Central New York. The ideal candidate will have experience with program management, conservation and stewardship initiatives, fieldwork, familiarity with the Land Trust Alliance, and a proven ability to engage with a wide range of stakeholders. This is an exciting chance to join a growing conservation organization, at a time when significant changes to the region are creating both a sense of urgency and an opportunity to save land in the Great Lakes.

Duties and responsibilities include, but are not limited to:

**Key Responsibilities:**

**Land Stewardship (75%)**

- Oversee one to two summer Land Steward Interns, volunteer preserve stewards, including managing a stewardship calendar and assigning tasks.
- Conduct or coordinate annual property inspections.
- Update or create management plans for each preserve as needed.
- Monitor preserve conditions, engage visitors and neighbors, and address issues as they arise.
- Oversee maintenance at preserves, including repairing infrastructure like trails, boardwalks, kiosks, footbridges, and parking areas.
- Oversee maintenance of the Land Trust's workshop and tools at our Woodchuck Hill headquarters.
- Coordinate and supervise volunteers, interns, and contractors on stewardship projects.
- Mark and maintain preserve boundaries.
- Support habitat management initiatives including invasive species control, grassland and shrubland restoration, and deer management.
- Ensure stewardship practices, documentation, and monitoring align with Land Trust Alliance Standards and Practices to maintain accreditation.
- Maintain records including site visit reports, species lists, digital filing, and data entry.
- Report to and attend Stewardship Committee meetings; follow up on tasks and issues.

### **Supporting Partnerships (25%)**

- Serve as a liaison for field research conducted by partner organizations at our nature preserves, including faculty, doctoral and graduate students from SUNY ESF, SUNY Oswego, Syracuse University and other educational institutions.
- Help coordinate outdoor educational programming activities with partner organizations.
- Support the Development Manager in drafting grant narratives for funding stewardship work and growing the stewardship team.
- Assist the Executive Director with additional projects and organizational needs, including regional planning projects and engaging elected officials and local leaders with site visits to the nature preserves.
- Support outreach efforts with Onondaga Nation and Native-led partners to help the Land Trust meet our commitment to protect the lands and waters of the Haudenosaunee Confederacy.

### **Qualifications:**

#### **Education & Experience:**

- Bachelor's degree required, preferably in the fields of natural resource management, geography or related science (biology, environmental science, forestry, agronomy, ecology, etc.) or equivalent.
- At least 1+ years of related experience in land stewardship, environmental science, environmental education, or other conservation work with an accredited Land Trust or partner organization. Experience can include time spent interning or volunteering with LTA-accredited land trusts, as well as time spent doing educational field work.
- Experience managing outdoor education programs with K-12 educational partners, or willingness to learn.
- An understanding of Native sovereignty, and the commitment all Land Trusts have to support Native partners in protecting their homelands within the service area, in particular the Haudenosaunee Confederacy.

#### **Skills & Abilities**

- Strong interpersonal communication skills, and the ability to work with people from diverse backgrounds.
- Effective written communication, including reports and correspondence.
- Technological proficiency with Microsoft Office (Word, Excel), Google Workspace (Docs, Drive), and conservation tools like Landscape, Esri ArcGIS Pro, and aerial imagery software such as Google Earth and Lens.
- Familiarity GPS tools like Onyx, LandID or other tools.
- Basic math skills for field measurements and project logistics.
- Strong problem-solving, time management, and independent work capabilities.
- Ability to plan and prioritize projects, with close attention to detail.
- Comfortable with public representation and professional demeanor in varied settings.
- Ability to oversee one to two summer land stewards each season in a professional manner, providing mentorship for undergraduate students enrolled in natural resources management or other related degree programs.
- Ability to learn new software and adopt best practices for nonprofit operations.

#### **Essential Functions & Physical Requirements**

##### **The following functions are considered essential to the role and may be performed with or without reasonable accommodation:**

- Ability to communicate effectively in-person, over the phone, and via digital platforms.
- Experience operating heavy machinery, including an understanding of safety protocols for operating a tractor several times a year, driving a work truck with a trailer, loading and unloading heavy equipment, and operating a chain saw for trail maintenance.

- Manual dexterity to operate a computer, tools, and standard office or field equipment.
- Comfort working near or around water; ability to swim is preferred for safety, though accommodation can be discussed.
- Capacity to lift or move items up to 50 pounds with or without assistance.
- Willingness to use basic gardening or power tools; training and safety equipment will be provided.
- Ability to sit, stand, walk, or perform fieldwork for extended periods, with accommodation available as needed.
- Reliable personal transportation is required, along with a valid New York State driver's license and proof of insurance.

**Salary Range:** \$58,000-\$62,000.

**Physical environment:** Mixed office and outdoor, requiring the ability to walk long distances through uneven terrain. Our offices are in a restored farmhouse at a nature preserve, providing a comfortable work environment for indoor work tasks. The ideal candidate must be able to complete the physical requirements with or without reasonable accommodation.

This description is not meant to be an all-inclusive list of duties and responsibilities but constitutes a general definition of position scope. The Central New York Land Trust is an Equal Opportunity Employer and is committed to providing an inclusive and diverse workplace. The Central New York Land Trust is committed to providing access, equal opportunity, and reasonable accommodation for individuals with disability in employment, its programs and operations. Our policy prohibits discrimination on the basis of sex, race, color, religion, creed, national origin, age, marital status, sexual orientation, disability, genetic predisposition, gender identity, gender expression, veteran status, or status as a member of any other protected group or activity.