



Job Title: Land Assistant

Reports to: Operations Director

Direct Reports: None

Classification: Full-time, 40 hours per week, non-exempt (hourly), benefits-eligible

About Belwin Conservancy:

Belwin Conservancy is a nonprofit organization with a mission of inspiring connection and engagement with the natural world. At Belwin, we spark passion for wild places. Through immersive community programs and environmental education, we inspire and engage people in the care of natural areas. Through land protection and habitat restoration, we revive threatened ecosystems so wildlife can thrive for generations to come. Located in Afton, MN, on the ancestral home of the Wahpekute Dakota people, Belwin's 1,500 acres of permanently protected land includes woodland, prairie, oak savanna, ponds, streams, and wetlands. For more information visit belwin.org.

Position Summary:

The Land Assistant works closely with the Land Specialist on the priorities for restoration and long-term management of Belwin Conservancy lands. The Land Assistant is responsible for assisting in implementation of the agreed upon work. This position will work with other seasonal staff, volunteers, Sentence to Serve work crews, and contractors. They will also occasionally interact with public visitors to Belwin.

A strong candidate for the Land Assistant has experience with and knowledge of sound science-based ecological principles for management of oak savanna, tall-grass prairie, wetlands, woodlands, streams, and marshes. The ideal Land Assistant will be a team player with a positive attitude and commitment to Belwin's values of environmental stewardship, inclusion, collaboration, and innovation.

Responsibilities:

- Provide hands on assistance with all land management activities including:
 - burning (scheduling, permitting, and execution of burns)
 - herbaceous weed control (spraying, cutting and pulling)
 - forest management activities (buckthorn removal, forest health editing)
 - wetland management.
- Operate large and small power equipment (e.g. tractor, skid steer, ATVs, trucks, chainsaw, 3-blade etc.)
- Keep records of land management activities
- Attend weekly planning meetings
- Participate in organizational work around diversity, equity, and inclusion
- Performs other duties as assigned
- Duties, responsibilities and activities may change at any time with or without notice.

Qualifications of the ideal candidate:

- Experience with ecological restoration, land management or related transferrable experience

- Knowledge of existing native ecosystems and the tools to manage them
- Able to identify native and invasive plants
- Ability to operate a wide variety of machines and tools from tractors, skid steers and other large equipment to small equipment (chain saw, brush cutter, etc.)
- Excellent organizational and communication skills, and a positive attitude
- A self-starter with a strong work ethic
- Ability to take and follow directions while prioritizing competing work demands
- Ability to work collaboratively among a small team
- Commitment to Belwin Conservancy's mission
- Commitment to an inclusive workplace culture

Let us know if you also have:

- Associate or bachelor's degree in a related field (not required)
- Experience with Google suite and/or Microsoft Office suite

Physical requirements, work hours, and location:

- Employee must be able to lift up to 50 lbs. readily
- Ability to bend, twist, push, pull and lift above the shoulders
- Employee needs to be able to sit for extended periods of time
- Ability to work outside in all weather conditions
- This position requires work in the field using Belwin vehicles and equipment. Candidates must have a valid driver's license.
- This position is based in our office in Afton, MN. All work will require being on-site.
- Work hours are 8am-5pm Monday through Friday, including a 1-hour unpaid lunch break. Occasional weekend and evening hours required.

We offer:

- Starting hourly pay of \$17.00 - \$21.50/hour (approximate annual pay of \$35,000 - \$45,000)
- Health, dental, and vision plans
- 401k match
- Paid Time Off
- Professional development opportunities

To apply:

Please send your cover letter, resume, and references to Justin Sykora, justin.sykora@belwin.org or to Belwin Conservancy, 1553 Stagecoach Trail S, Afton, MN 55001. **Applications received by June 4th will be given first consideration.** Position will be open until filled.

Belwin Conservancy celebrates diversity. The Belwin Conservancy board and staff are engaged in ongoing work to create a more inclusive and equitable culture and environment for our board, staff, volunteers and visitors. We partner with those who share these values with the knowledge that our lives are richer and our impact is greater when we honor and welcome diverse voices, belief systems, and ways of knowing.

Belwin is proud to be an equal opportunity workplace. We make an effort to invite and attract a variety of people and to create an inclusive workplace culture. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, national origin, protected veteran status, disability status, sexual orientation, gender identity or expression, marital status, genetic information, or any other characteristic protected by law.