



Position: Stewardship Specialist

Elkhorn Slough is a rich tidal wetland located at the geographic center of the Monterey Bay shoreline on the central California coast. The Elkhorn Slough Foundation (ESF) is a mature nonprofit organization, and a nationally accredited land trust dedicated to conserving and restoring Elkhorn Slough and its watershed. ESF has directly conserved over 4,200 acres in the Elkhorn Slough watershed. We work closely with the California Department of Fish and Wildlife and the National Oceanic and Atmospheric Administration as a partner in the Elkhorn Slough National Estuarine Research Reserve (ESNERR). ESF's office is located at ESNERR in Royal Oaks. We operate with a hybrid in-office and remote work schedule.

Position Summary:

The Stewardship Specialist is a full-time (40 hours per week), non-exempt position and a key member of the Land Team. Reporting directly to the Stewardship Director, this role supports the conservation of nearly 4,000 acres of ESF properties and conservation easements. This dynamic position offers hands-on experience in environmental conservation, including participation in scientific research, exposure to land acquisition processes, environmental permitting, and collaborative natural resource management.

ESSENTIAL JOB FUNCTIONS

- Work independently and collaboratively with other ESF staff on land management projects, including removal of invasive plants and animals using various tools including herbicide
- Maintain habitat restoration plantings, amphibian ponds, and other sensitive ecological sites
- Operate and maintain 4WD trucks, tractor, trailers, equipment, and tools in accordance with safety protocols
- Assist in managing ESF Agricultural Land leases, including interaction with farmers, farm workers, ranchers, and regulators
- Support management of ESF-owned housing and buildings
- Coordinate with contractors, volunteers, and labor crews on stewardship and restoration projects
- Maintain computer files, maps, images, and databases
- Track expenditures and submit timely documentation for all purchases

MINIMUM QUALIFICATIONS

- Experience with hands-on land management activities or equivalent combination of education and work experience
- Knowledge of California's central coast native flora and fauna
- Strong communication skills and ability to work effectively with diverse individuals
- Proficiency with email, word processing, and basic computer applications
- Valid driver's license with a satisfactory driving record
- Ability to work independently in field conditions and navigate varied terrain



- Capability to safely operate field equipment including vehicles, tractors, power tools, herbicide applicators, and hand tools
- Ability to perform the essential functions of the position with or without reasonable accommodation

DESIRED QUALIFICATIONS

- Spanish language proficiency
- Experience with farming/ranching operations
- Familiarity with Elkhorn Slough or nearby communities
- Possession of or ability to obtain a Qualified Applicator Certificate
- Experience using GIS or other mapping technology

PHYSICAL REQUIREMENTS

- This position requires the ability to perform physical work outdoors in various weather conditions
- Job functions may require lifting and moving items up to 50 pounds with or without accommodation
- Regular standing, walking, bending, and navigating uneven terrain
- Operation of vehicles and equipment

WORK SCHEDULE

- Primarily weekday schedule with occasional weekend work (advance notice provided)

Compensation:

ESF offers a starting hourly pay of \$24-\$28 per hour, commensurate with experience.

Benefits:

Elkhorn Slough Foundation offers a competitive benefits package, including employer paid health, dental, and vision benefits, and life insurance. In addition, we offer TIAA 403(b) retirement benefits with a 5% employer contribution, a flexible health spending account, paid holidays and sick time, and two weeks paid vacation.

To apply, [click here](#) to upload a cover letter and resume.

The Elkhorn Slough Foundation is an equal opportunity employer. We encourage individuals from all backgrounds to apply.