



Preserve Stewardship Technician

About Legacy Land Conservancy (Legacy):

Legacy Land Conservancy is an accredited land conservancy founded in 1971 to protect the forests, fields, wetlands, and rivers of southern Michigan. Serving Washtenaw, Jackson, and Lenawee counties, Legacy's mission is to secure for current and future generations a land base for nature, agriculture, fresh water, and recreation today and forever. More information: www.legacylandconservancy.org.

Legacy Land Conservancy is an Equal Opportunity Employer.

Legacy recognizes that opportunities in the conservation and environmental fields have historically excluded and continue to disproportionately exclude Black and Indigenous people, as well as Asian, Latino/a, and Hispanic people, people from working class backgrounds, people with disabilities, and LGBTQ+ people. We strongly encourage individuals with these, and all other identities to apply.

Legacy is committed to fostering a culture of diversity, equity and inclusion. We embrace people from all backgrounds, experiences and viewpoints, because we value the collective sum of our individual differences, unique capabilities and talents. We encourage and support our employees' differences in age, race, color, ability, ethnicity, family or marital status, sexual orientation, gender identity or expression, language, national origin, political affiliation, socioeconomic status, veteran status and any other characteristics that make our employees unique.

Core Values:

Legacy seeks to embrace these core values in all our actions: Justice, equity, diversity, inclusion, trust, relationships, integrity, perpetuity, responsibility, honor, collaboration, science, sustainability, history.

Position Overview:

Legacy Land Conservancy's Preserve Stewardship Technician works closely with the Preserve Stewardship Manager and Preserve Stewardship Associate to assist in Legacy's Preserve Stewardship Program. Legacy's Preserve Stewardship Program focuses on the care and stewardship of Legacy's eight publicly accessible preserves. The responsibilities of this position are primarily field based, and the majority of time is spent in the field conducting invasive species removal utilizing a variety of different tools and treatment methods. This position requires engagement with other land department staff, development and communications staff, volunteers, preserve caretakers, preserve neighbors, and external partners.

Reports to: Preserve Stewardship Manager

Hours: Approximately 40 hours per week for 16 weeks. Legacy embraces a work remote culture, flexible schedule to be determined with supervisor. This position is field-work oriented, and will require daily

travel to Legacy's Preserves. Occasional evening and weekend work will be required to meet the goals of this position.

Start Date: The ideal candidate would start May 4, 2026, but we are willing to work with the right candidate's schedule.

End Date: Approximately August 21, 2026.

Compensation:

- Your position is considered a Full-time Temporary, hourly position with a starting rate of \$17/hour. Legacy sets a nonnegotiable salary to ensure all employees are compensated equitably.
- Accrued paid time off of 32 hours over the term of the position and 3 paid holidays
- There are no benefits associated with this seasonal position.

Responsibilities:

- Assist in coordination and management of a growing portfolio of ten fee properties, including eight preserves.
- Implement invasive species removal goals across the preserve system, utilizing chemical, mechanical, and physical removal. During the field season, we regularly spend full 8 hour days in the field
- Maintain and improve public accessibility at preserves in accordance with approved plans.
- Assist in routine maintenance of preserve infrastructure, such as board walks, signs, parking lots, etc.
- Work with Legacy staff to administer and operate public engagement opportunities on preserves with events such as educational programming, hikes, invasive species removal workdays, or other activities. Lead or co-lead preserve events.
- Assist with other public engagement opportunities as needed, including weekend tabling opportunities and occasional assistance with development events.
- Occasional public speaking related to educational events, partner presentations and public relations events.
- Guide and inspire volunteers in completion of aforementioned stewardship activities as well as other tasks as needed.
- Other tasks as needed.

Required Qualifications:

- Knowledge of local flora and ecosystems
- Enthusiasm for working outside for multiple days a week
- Must be able to work efficiently outdoors in varying conditions and terrains
- Willingness to safely handle and apply herbicides

Desired Qualifications:

- Commercial pesticide applicator license
- Experience operating and maintaining various types of equipment in a safe and efficient manner (e.g.; brush cutter, herbicide sprayers, lawn mower, chainsaw, etc.)

- Although not required, candidates with S-212, OSHA chainsaw safety, or similar relevant certifications are encouraged to apply.
- Familiarity with ArcGIS or similar mapping software
- Experience with habitat management, ecosystem restoration, and invasive species treatment

Other Requirements:

- Valid Michigan driver's license and reliable transportation.
- Flexibility, enthusiasm for work and mission, and a sense of humor are the key traits of the perfect candidate.
- Comfortable in the safe operation of basic hand and power tools, with an emphasis on familiarity with chainsaws for preserve maintenance and invasive species treatment.
- Knowledge and prior experience with GPS, Microsoft Office Suite, and Adobe Suite
- Adequate field gear for safely working with herbicides, hand tools, and in various weather conditions

How to Apply:

Interested candidates should send their cover letter and resume to bizmgr@legacylandconservancy.org with the job title and where you heard about the position in the email subject line (e.g., "Preserve Stewardship Technician – Idealist"). Qualified candidates will be emailed for an initial interview. Applications may be submitted until February 28, 2026, with an anticipated start date of May 4, 2026.