

Job Description

Job Title:

Land Sustainability Coordinator



Reports To:

FSPA Integral Ecology Director

FLSA Classification:

Non-Exempt.

Creation/Last Revised:

4/2022

Job Summary:

The Land Sustainability Coordinator is responsible for the coordination and maintenance of all land care practices at the FSPA land on St. Joseph Ridge, to hold in trust the land's rights and welfare in the context of our mission and values. The Coordinator nurtures and cultivates proper relationships with Earth as it expresses itself in woodlands, prairies, wetlands and through regenerative agriculture on 200 acres. The Coordinator is committed to the land's health and well-being in its natural wildness and fertile propagation, and respects this particular iteration of creation as a great good in and of itself through sustainable practices such as permaculture, wetland, woodland, and prairie restoration. The work is also to collaboratively plan, develop and facilitate coordinated land management and environmental education. A long-term goal is to drive conservation and education programs and to expand projects on the FSPA land.

Embracing an integral ecology, the Coordinator works to instill at the FSPA land on St. Joseph Ridge, an awareness and practiced attention to the many ways our care for creation, care for the poor and lived experience of our spiritual life are intimately intertwined.

Job Type: Full-time; 40 hours per week.

Education & Experience:

- Bachelor's degree or higher in natural resources, land conservation, ecological restoration, farming, horticulture, environmental education, or related field or equivalent work experience
- Minimum of 2 years professional experience in land conservation activities
- Minimum of 4 years professional experience or class experience with environmental education
- Preferred experience planning and leading prescribed burns
- Experience in the use and maintenance of chainsaws, pumper units, brush cutters, sprayers, mowers, ATVs and other equipment
- Working knowledge of flora, fauna, and geology of the Driftless area

- Computer and technology proficiency, preferred GIS and GPS mapping
- Some educational background in theology or spirituality preferred.

License Requirements:

- Must maintain a valid driver's license

Essential Duties:

- Bring awareness of sustainable and regenerative land practices to the congregation and broader community through programing, facilitating training, writing articles, etc.
- Build relationships with community members and stakeholders to continue to advance the FSPA mission to care for creation; as a community outreach liaison to educate the broader public through seasonal workshops.
- Develop and implement annual land management plans, project plans and budgets, progress reports and identify land management priorities seasonally throughout the year, balancing the spiritual, cultural, educational and recreational values of the native and agricultural habitats of our unique landscapes. Growing the FSPA land's native landscaping is preferred. FSPA land includes tillable and wooded lands, prairies, a natural burial, an orchard, bluffs, ravines, a spring/stream and a windbreak/grove.
- Ecological restoration and management of FSPA land including planning and leading prescribed burns, species inventory, timber stand improvement, invasive species control, fencing, trailhead construction, boundary posting and other maintenance and management activities utilizing volunteer efforts, paid interns and private contracts.
- Manage daily operations on FSPA land in coordination with the Integral Ecology Director, the Ecospirituality Project Outreach Coordinator, FSPA Maintenance and the La Crosse Franciscan Spirituality Center and seek to remove barriers to participation and create a safe and welcoming environment for crew members and staff from communities traditionally marginalized in the conservation movement, including, but not limited to BIPOC, AAPI, LGBTQIA+, Hispanic/Latinx, and individuals with disabilities
- Collaborate with the FSPA land team for the lawn, garden and orchard with restorative and organic management practices.
- Maintain the natural burial site and coordinate with administration for burial protocols.
- Maintain documentation of conservation values, and biodiversity inventories using reports, maps, photographs, notes and other permanent records.
- Regularly inspect all trails, structures and buildings for damage, vandalism or theft and report repair same.
- Continue to explore opportunities to work with others as part of the FSPA Collaborative Educational Sustainability Program.
- Develop and implement a climate resiliency plan, including carbon sequestration projects for the FSPA land on St. Joseph Ridge.
- Land management volunteer work days, events and activities are sometimes scheduled on weekends, a flexible work schedule will be provided to accommodate this.
- Assume responsibility to maintain and upgrade professional knowledge and skills with regulations, industry trends, current practices, new developments, and applicable laws; remain up-to-date with the rapidly changing sustainability field through publications and professional organizations

- Build successful partnerships with county, state, federal and private agencies and organizations to identify and pursue project funding sources, including grant applications, proposals and reports.
- ****Other duties as assigned****

Knowledge, Skills, and Abilities:

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Has internalized and is energized by opportunities to practice sustainable forest and restorative land management.
- Willing to interact intergenerationally and inter-culturally
- A team player and good communicator with flexible attitude and eagerness to learn
- Ability to learn and articulate the Franciscan perspective of caring for creation through a lens of Laudato Si Goals
- Ability to prepare and manage a budget for land management activities.
- Ability to identify habitat types, native and invasive plant species
- Strong sense of responsibility and follow through
- Ability to train and lead volunteers and interns conducting land management activities, including safe operation of tools and equipment, herbicide use and plant ID
- Ability to problem solve when equipment breaks and things do not go according to plan
- Excellent organizational skills; the ability to manage multiple tasks and prioritize work
- Self-directed with the ability to motivate others to engage in land sustainability practices
- Desire and demonstrated ability to identify and address personal knowledge gaps; to learn on the job and to cultivate sources of knowledge, expertise and skill
- Ability to operate a variety of tools and power equipment associated with land maintenance tasks
- Proficiency in using computers, including knowledge of Microsoft Office, GIS and GPS software, and use of the internet and social media as a research and communications tool.

Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and walk, use hands to finger, handle, or feel. The employee frequently is required to reach with hands and arms, talk and hear. The employee is frequently required to walk on steeply sloped land (up to 80 degree grade) or balance and stoop, kneel and crouch. The employee must regularly lift and/or move up to 25 pounds, frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 100 pounds. Specific correctable vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently exposed to moving mechanical parts, sharp tools and outside weather conditions. The employee is occasionally exposed to wet, cold, and/or humid conditions; steeply sloped land, fumes and airborne particles; risk of electrical shock and vibration. The work may be noisy, dirty, dusty and/or greasy.

The noise level is usually moderate to loud.

Prerequisite: Physical exam, Tuberculosis screening test, drug screen, criminal background check

Disclaimer clause

The above statements are intended to describe the general nature and level of work required of the job. They are not meant to be an exhaustive list of all responsibilities, duties and skills required. FSPA reserves the right to change job responsibilities, duties and hours as needed.

I have read and understand the job description. I agree to accept the responsibilities and duties as outlined.

Signature

Date