



## Position Description Sierra Nevada AmeriCorps Partnership

<b>Bear Yuba Land Trust – Grass Valley, CA</b>	
<b>Position Title:</b>	<b>Type:</b>
<i>Land Restoration Specialist</i>	<input checked="" type="checkbox"/> Full Term <input type="checkbox"/> Half Term

**Organizational Background:**

Bear Yuba Land Trust’s (BYLT) service area consists of 1,000 square miles stretching from the blue oak woodlands in the west to the high Sierra Nevada mountains in the east. Our community consists of the cities of Grass Valley and Nevada City and surrounding rural communities. To date we have protected over 19,000 acres of land. We currently own 3,700 acres spread across 9 properties which we actively manage as nature preserves and monitor 15,000 acres held as conservation easements. To ensure public access to nature we also hold trail easements on private properties and build trails on these easements and our preserves.

For 30 years BYLT has been ingrained in the fabric of our community as a protector of open spaces and wild places and a provider of expanded access to nature through our trail projects and outdoor recreation opportunities and education. We exist to protect and defend the working and natural lands in the Bear and Yuba River watersheds and empower a healthy, resilient community through nature access and education. Our team consists of a committed Board of Directors composed of experts in fields necessary to fulfill our mission and a current staff of 9 who work daily to conserve land, steward the trails and lands under our care, and reinforce the relevancy of our work through strong advocacy and community engagement. Generous member supporters and volunteers are the backbone of this work.

BYLT is working toward multiple program goals that address restoring habitats, improving fire safety, building trails, and connecting with the community. The SNAP Member will be involved with a variety of tasks and will have the opportunity to develop new skills in preparation for their next steps in life. Some of the goals include:

- BYLT’s lands are diverse and on each preserve we own, we have goals for improving climate resiliency and native plant and wildlife habitat. There are numerous land restoration projects that the

SNAP member will help to plan and/or implement. Projects include wetland restoration, fuel load, reduction on our lands within the Wildland Urban Interface (WUI), native plant restoration, pollinator garden expansion and other ongoing management.

- Our 18,000 acres of land requires monitoring each year. The SNAP member will assist our land stewardship team with on-the-ground annual monitoring and possibly mapping or reporting to ensure compliance with the Land Trust Alliance accreditation requirements.
- Trails are an important part of the benefits we provide to the community. The SNAP member will work with our experienced trail building team and volunteers to build new trail, monitor trails, and maintain existing trails.
- Nevada City and Grass Valley is where the core of where our community live, work, and recreate. There is a rich arts, agricultural, and environmental culture here with many opportunities to engage. The SNAP member will participate in our Trailkeepers program, possibly hosting community hikes, summer market boothing, events, and the potential to work with other SNAP members at Host Sites in our local region.
- BYLT works with a wide variety of partners to reach our goals. This includes local, state, and federal agencies, nonprofits, contractors, and Indigenous peoples. The SNAP member may work with the local Nisenan tribe and other nonprofit partners to support multiple goals.

**Number of Member Positions at this Site:** 1

**Site Supervisor's Name(s) and Title(s):**

- Jason Landers, Land Stewardship Associate

**Position Description:**

The Land Restoration Specialist will work on a variety of projects related to various BYLT programs. The majority of time will be spent in the Land Stewardship program focused on the restoration and monitoring of our preserves. One of the main member goals will be assisting with coordinating and monitoring a 4-acre wetland restoration project in a remote area of Nevada County which will include coordination and planting of 3,000 plants, native seeding, and monitoring restoration success of the project with the help of the Stewardship Manager. The member will have an opportunity to learn about various wetland and riparian plant species and their suitable habitats, management of invasive species, hydrological restoration with beaver dam analogs, and coordination of a large wetland restoration project. In addition, during spring, the member will also work with the Stewardship Manager and Land Steward Associate to identify and remove target invasive species within our preserves and trails. The member will assist the Stewardship Team with annual monitoring of preserves and conservation easements to track the health of our lands. Site visits will include wildlife and botanical identification, exposure to land conservation monitoring technologies, meeting various members of the conservation community as well as learning about enforcement of conservation easements. The member will spend remaining time working in the Trail Stewardship program to design and build new trail projects across Nevada county. The member will be expected to attend BYLT outreach events and engage with the community in addition to other training experience that they may identify which will help advance their goals.

**Site-Specific Training Provided:**

Member orientation will consist of office and field training. The first day will be an overview of the organization and office space including a powerpoint of the land trust's various programs and operation. On the first day we will tour the tool shed and equipment, and attend one visit to nearby BYLT property. The member will have exposure to BYLT conserved lands from the foothills to high elevation, learning about the different management strategies within each area, conservation easements, wetland and forest restoration, and trail construction projects, as time allows. The member will be trained in native plant identification of the Sierra Nevada foothills, wildlife, invasive species identification and management, the use of prescribed fire and burn piles for vegetation

management, and native plant restoration. The member will be trained in the use of various hand and mechanical tools including the use of a brush mower, chainsaw, weed whacker, Mcleod, Pulaski, and harrow and ATV. The member will be trained to use various land conservation monitoring technologies such as Landscape conservation software program and access to Lens remote satellite imagery. By the end of their term, the member will have a thorough understanding of how land trusts operate and the tools they use for conservation, and what land stewardship means in the Sierra foothills and beyond. The member will have the opportunity to learn from three core staff members whose expertise include restoration, field biology, forestry, GIS and mapping, trail construction and maintenance.

**Things to Note:**

This position will be mostly field based (70% of time) and physically demanding at times. Members will be required to hike up to four miles in varied terrain though this distance will not be common and exposure to summer heat in the 90's and cold in the winter (40's). Poison oak is common in our work areas. The member will be required to carry tools and equipment to work sites, and may be exposed to smoke if conducting burn piles or in proximity to prescribed fire (masks are provided). The wetland restoration project location is remote with limited cell service and requires eight hours of working in the field sometimes in the heat or cold. The restoration site also requires the use of a 4WD vehicle to reach the location. BYLT has a 4WD work truck that will be available to the SNAP member upon submission of a driver's license and driving record. This is a shared vehicle and not always available for use so it is expected that the SNAP member has reliable transportation to get to the office and access (non-4WD) sites. We live in an area with high fire danger in the summer which can disrupt outdoor work tasks. It will be important that the SNAP member is open to flexibility of schedules and tasks.

WORK HOURS							
8-hour days	10-hour days	10+ hour days					
95%	5%	0%					
<b>Housing Offered through Site:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<b>Vehicle provided for Placement Site work:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No other than use of work truck to sites					
TYPE OF WORK							
<b>Field Work</b> <i>(field surveys, planting, invasive pulls, maintenance, etc.)</i>	<b>Office Work</b> <i>(lab analysis, data entry, GIS, writing, etc.)</i>	<b>Travel</b> <i>(travel to field work and project Sites)</i>	<b>Restoration and Assessment</b> <i>(water quality monitoring, habitat restoration, fish surveys, etc.)</i>	<b>Education</b> <i>(teaching, citizen science, etc.)</i>	<b>Volunteer Recruitment &amp; Management</b>	<b>Member Training</b> <i>(Site-specific training, conferences, and development opportunities)</i>	<b>Other</b> <i>(gear and equipment maintenance, outreach, etc.)</i>

SNAP 2022-23 Position Description

55%	5%	10%	10%	5%	5%	5%	5%
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