



POSITION DESCRIPTION

LAND STEWARDSHIP MANAGER (CUTTYHUNK)

Buzzards Bay Coalition seeks an experienced conservation land management professional to join our land stewardship team managing natural resources and outdoor recreation access points on protected lands around the Bay. This position will have particular emphasis on and responsibility for a group of newly protected conservation lands on Cuttyhunk Island, the outermost of the Elizabeth Island chain, but will be involved in work at lands all around Buzzards Bay. This is an opportunity to join the Coalition just as the landmark Cuttyhunk conservation project is being completed and we move toward managing this awe inspiring landscape with extraordinary natural resource values, while welcoming people to enjoy it appropriately.

The position is a hands-on job that demands an energetic and committed problem solver with demonstrated communication skills and proficiency with hand and power tools; experience with the direct implementation of natural resource protection and conservation land management; the skills and qualifications to guide the appropriate access to and use of such lands by the public; attention to detail; a passion for the coastal environment; and the ability to both work independently and to comfortably interact professionally with a wide diversity of people in a variety of situations.

Buzzards Bay Coalition is proud to be an Equal Opportunity employer. All qualified persons are encouraged to apply and will be considered without regard to race, national origin, gender, gender identity or expression, sexual orientation, disability, age, religion, or veteran status. In addition, the organization offers a great working environment; the opportunity to contribute to the success of a dynamic organization and have a direct impact on the future of our regional environment; and an outstanding quality of life on the shores of Buzzards Bay – all one hour from Boston and half an hour from each Providence and Cape Cod.

BACKGROUND

Buzzards Bay, and adjacent Vineyard Sound, are a national treasure whose outstanding beauty and natural resources touch so many aspects of our lives here in southeastern Massachusetts. The Bay and Sound are central to our quality of life, to our economy, and home to some of the world's leading oceanographic institutions. The Bay's waters support a thriving commercial shellfish and expanding recreational sportfishing industry, diverse and abundant wildlife populations, and some of the finest sailing on the entire globe. On its shores, the Bay's watershed lands are among the most beautiful on the eastern seaboard, with deep forests, clear rivers, and farmland, all meeting the Bay's soft edge of beaches and saltmarsh through more than 30 harbors, coves and tidal estuaries.

The Buzzards Bay Coalition was incorporated as a nonprofit 501(c)(3), membership-supported organization in July 1987 with start-up funding support from the US Environmental Protection Agency. The initial Board of Directors was comprised of individuals from throughout the Bay watershed - environmental advocates, cranberry growers, fishermen, marina owners, research institutions and town government. Today, the organization continues to maintain a governing Board from Westport to Woods Hole and Martha's Vineyard and from a variety of backgrounds.

OUR MISSION & SCOPE

The Buzzards Bay Coalition is a nonprofit, membership organization dedicated to the restoration, protection and sustainable use and enjoyment of Buzzards Bay, its watershed, and the adjacent waters of Vineyard Sound. The Coalition works to improve the health of our coastal ecosystem for all through education, conservation, research and advocacy.

The Coalition works throughout the entire Buzzards Bay and Sound watersheds to protect the region's coastal, river and drinking water quality and the upland forests, wetlands and streams that support a healthy watershed/bay ecosystem.

We are a \$4.5 million/year organization staffed by a team of 22 conservation professionals, aided by hundreds of volunteers, and supported by more than 10,000 members. As we have grown over the past 35 years, our effectiveness and reach have greatly expanded. What has not changed is our fundamental vision for the Bay we have committed to defend and restore.

OUR VISION

- A shoreline defined by safe swimming beaches, open shellfish beds and stretches of scenic open spaces for all to enjoy.
- Healthy waters that support abundant fish, shellfish and wildlife populations.
- A Bay safe from the threat of oil spills, industrial and sewer discharges and ocean dumping.
- A watershed where rivers, streams, forests and wetlands that buffer the Bay are protected.

ACCOMPLISHMENTS

In the past three decades, the Buzzards Bay Coalition has earned a reputation as entrepreneurial, professional and focused on winning results for our local environment. We have:

- Partnered with towns and state agencies to clean-up pollution. The results of this work can today be seen in cleaner waters and safer beaches in every bay community.
- Preserved more than 9,000 acres of watershed lands as permanent open space and established the support services needed to aid towns and land trusts in the protection of many thousands of additional acres. The Coalition is an accredited land trust and the 2007 recipient of the 1st National Land Trust Excellence Award from the Land Trust Alliance.
- Responded to the 2003 Bouchard Oil Spill which fouled 93 miles of our shoreline by organizing the volunteer response, and subsequently led the effort to provide appropriate

training and equipment for local first-responders in the event of another catastrophe. Following the spill, we pushed lawmakers to help secure some of the nation's strongest oil spill prevention laws and regulations at both the state and federal level.

- Created the most comprehensive volunteer-based water quality monitoring program in New England to guide Bay protection and restoration efforts, now in its 30th year.
- Altered the course of hundreds of development projects in the watershed by working with town officials and developers to reduce the negative impacts of new growth on the health of the bay, our rivers and wetlands.
- Through public programs, in-school activities and Learning Centers in New Bedford, Woods Hole and Acushnet, educated over 10,000 thousand residents of all ages and communities throughout the watershed about what they can do to protect the Bay.
- Gone to court when necessary and succeeded in halting the largest source of pollution to the Westport Rivers, securing development setbacks to all of the bay's tidal rivers, and the permanent banning of dredge spoil disposal on the Bay bottom.

OUR WORK TODAY

The Buzzards Bay Coalition's staff, programs and initiatives are organized to achieve the following Program Objectives:

COMMUNITY ENGAGEMENT

To create both an informed public today and future generations - tomorrow's bay stewards - who will understand the Buzzards Bay ecosystem (how it works, how it is threatened, and their place in it) and support its restoration and protection.

LAND CONSERVATION

To increase the rate of land protection and the amount of protected land in the watershed, the Coalition pursues a Bay-focused land protection strategy, empowers local land trusts and educates private landowners about conservation.

SCIENCE

To better understand the Buzzards Bay ecosystem and its response to human-related impacts by gathering data on the health of the Bay in order to guide restoration and protection.

ADVOCACY

To use data to pursue the restoration and protection of the Bay ecosystem through citizen advocacy and through the regulatory and legal process at the local, state and federal levels.

Increasing the rate of land protection and the total amount of permanently protected land within the Buzzards Bay watershed is a key programmatic objective of our organization's work. This inherently comes with the obligation to appropriately manage lands that are protected, a responsibility that we take very seriously. We are committed to Land Trust Standards and Practices and to maintaining Land Trust Accreditation. The ideal candidate for this position will be both motivated to and capable of managing conservation lands to a standard of excellence that will 1) safeguard the natural resources in our care; 2) offer the public superb opportunities for safe outdoor discovery, recreation

and learning; 3) highlight the benefits of protecting the Bay's watershed lands; 4) inspire our communities to continue to support land conservation and environmental protection; and, 5) serve as a model for effective conservation land management in our region.

POSITION DESCRIPTION

The Island Stewardship Manager will contribute to all aspects of conservation land stewardship for Buzzards Bay Coalition protected lands around the watershed, but with particular focus on the management of conservation lands located on Cuttyhunk Island (>50% of overall time, focused in the spring-fall). This will ensure that the natural resources on the property are protected, the public is able to safely enjoy the properties as appropriate and the requirements of the latest Land Trust Standards and Practices are met or exceeded.

This full-time position will be a key member of the Coalition's Land Stewardship Team in the Watershed Protection Program and will report to the Land Stewardship Director and Vice-President of Watershed Protection. The ideal candidate will have the strong situational judgement, creativity and diplomatic communication skills to effectively address the variety of unpredictable problems that arise amidst the schedule and routine of activities associated with our land stewardship obligations.

We seek someone with at least 3 years of conservation land management experience (or equivalent), a proven track record of success within similar mission driven organizations, demonstrated skills associated with managing natural properties for conservation and recreation, experience with monitoring and protection/management of ecological resource (wildlife, vegetation communities, etc), excellent interpersonal and communication skills; and a passion for the environment, Buzzards Bay and its watershed lands (or a suitable equivalent background).

The position is currently based at the Coalition's award-winning, green building - the Buzzards Bay Center – on New Bedford's historic waterfront (across the street from the Cuttyhunk Island Ferry). The individual will also utilize the Coalition's Marion Field Operations facility where watershed-wide land stewardship activities are based and will be responsible for maintaining a small facility on Cuttyhunk Island as a base of island stewardship activities. 2-3 overnight stays per week on Cuttyhunk will be required during the peak summer season (June-August) and occasionally in the shoulder seasons (April-May and September-October) in housing provided by the Coalition.

Conservation lands are located throughout the Buzzards Bay watershed from Westport to Plymouth, MA and down to Falmouth on Cape Cod and out to Cuttyhunk in the Elizabeth Islands.

Responsibilities include:

- Regularly patrol and monitor use activities and natural resource conditions at Coalition owned and managed properties, identifying and prioritizing land management needs.
- Develop, manage and implement measures for safety, natural resource protection and preventing impacts from allowed public use.
- Develop (in consultation with others as necessary) and implement measures to address issues, problems and unauthorized uses in a timely and effective manner.

- Collect and coordinate appropriate disposal of trash and debris.
- Develop and implement land management activities per existing management plans and current need, including public access and recreational use management, mowing and vegetation management, invasive species management, natural resource surveys, resource protection activities and potentially forest, shrubland, grassland (including prescribed burning) and agricultural management activities.
- Plan and implement specific resource monitoring and management plans (including shorebirds, sea ducks, vegetation communities, etc.)
- Maintain trails, roads, beach/coastal access points, signs, bridges, boardwalks, overlook decks, piers, dams and water control structures, fences, parking areas, and other structures and facilities.
- Perform mowing, brush clearing, tree removal, erosion control, debris removal, sign and fence installation, and other property management tasks as needed.
- Review, revise and update management plans at regular intervals.
- Assist with baseline documentation reports (BDRs) for new conservation restriction/easement properties.
- Assist in conservation restriction/easement monitoring on an annual basis with consideration of BDRs, previous monitoring records, property specific issues, travel, weather/field conditions, and availability of interns and volunteers.
- Work with partnering landowners to ensure conservation restriction/easement compliance and encourage best management of natural resource values.
- Maintain communications and coordinate with landowners and partners regarding periodic review and approval of public access plans and other plans.
- Maintain up-to-date and accurate recordkeeping practices for all stewardship, land management and natural resource monitoring activities and related correspondence per organizational policies and Land Trust Standards and Practices.
- Work with Land Stewardship Director and Vice-President of Watershed Protection and other staff to respond to and resolve land management issues, public access issues, other community issues and conservation restriction/easement violations.
- Respond to questions and/or project approval requests from landowners.
- Respond to inquiries from the general public, town officials, other government officials, partners, community members and conservation land users.

- Foster and maintain positive relations with abutters, neighbors, partner organizations and local communities.
- Develop and maintain regular communication with other conservation land owners/managers (including Mass Audubon, Town of Gosnold Conservation Commission, and MA Division of Fisheries and Wildlife) about their lands on island and collaborate where needed to create efficiencies and consistent habitat management (both conservation land management and wildlife/ecological monitoring).
- Develop and maintain communications and coordination with MA Division of Fisheries and Wildlife regarding management of land parcel on West End and ecological monitoring and management on and around the island (including nearby Penikese Island).
- Recruit, train and manage volunteers, interns, seasonal staff and work parties to maximize efficiency and capacity of stewardship/land management activities.
- Manage and maintain the Coalition's inventory of tools, supplies, materials and equipment (including UTV) and island stewardship shed facility as needed to support stewardship and community engagement activities.
- Secure services required for land management activities beyond the capability of staff and volunteers. Manage contractors and consultants.
- Represent BBC in barrier beach management concerns and other community/stakeholder issues.
- Develop and administer annual workplan and budget with Land Stewardship Director and Vice-President of Watershed Protection.
- Research and pursue funding opportunities to assist with development of conservation and stewardship activities.
- Coordinate and partner with other land conservation organizations and governmental agencies, including regulatory/permitting officials, as needed.
- Assist with new land conservation projects.
- Coordinate with Restoration Ecologist regarding implementation of ecological restoration projects.
- Coordinate with Community Engagement/Education Program staff regarding public community messaging, delivery of programming and to maximize value of properties for public education and engagement.
- Coordinate regular volunteer Marine Debris cleanup events on island beaches.

- Assist with various project reports, budgets, documentation, press releases, property tours and presentations.
- Provide support to Town of Gosnold Conservation Commission, other local organizations, land trusts and municipalities within the Bay watershed regarding land stewardship and natural resource management and protection activities.

Desired Qualifications:

- Interest and enthusiasm for immersion in community conservation activities within a remote island community.
- Highly motivated and self-directed with strong judgment, drawing on both experience and supervisor's direction, to independently make informed decisions.
- Commitment to the mission of the Buzzards Bay Coalition and a passion for the environment and Buzzards Bay.
- An understanding of the terrestrial, aquatic, coastal and marine natural resources that characterize the Buzzards Bay watershed including the Elizabeth Islands, the typical threats to these resources and the latest approaches for effectively managing these.
- Experience with managing natural lands for a diversity of uses including specific experience with balancing public recreational use with resource protection.
- An understanding of forest, shrubland and grassland management; barrier beach management; wildlife resource management; ecological restoration and agricultural practices.
- Direct experience with planning and implementation of land management activities (such as trail building, installation of signage, vegetation/tree removal, and maintenance and/or landscaping).
- Experience with maintenance and management of park and recreation facilities such as trails, parking, boardwalks, pedestrian bridges, beaches and waterfront/coastal access points.
- Proven experience with managing complex projects.
- An entrepreneurial approach to guiding and continually developing exceptional property management and stewardship activities.
- The ability to reach out to the community to promote the mission of the Coalition.
- Meticulous attention to detail and record keeping.
- Strong organizational skills in the office and in the field.

- Comfort and preferably enthusiasm for and ability to safely work outdoors in all conditions typical of natural lands and waters along the coast of New England in all seasons.
- High level of navigational awareness in the field as well as comfort and skill with compass and GPS and interpretation of a wide variety of maps and survey plans.
- Strong computer and technology skills including GIS.
- Ability to drive four wheel-drive vehicle, tractor, ATV, etc. in off road conditions.
- Competency with safe use of hand tools and power tools such as brush cutter and chainsaw. Basic carpentry and “handy/fix it” skills.
- The ability to work and effectively communicate in a professional, cooperative, tactful, personable and often confidential manner with a variety of individuals, including co-workers, volunteers, colleagues, landowners, abutters, contractors, government officials, community members and the general public.
- The ability to effectively and respectfully communicate and work with people from diverse backgrounds in both urban and rural locations.
- Bachelor’s degree in natural resource management, coastal management, forest management, natural lands management, parks and recreation management, or related field preferable.
- A team player with strong diplomacy, interpersonal and problem solving skills.
- Willingness to work differing hours and on various weekends and evenings, when necessary.

SALARY/BENEFITS

Highly competitive salary plus benefits including employer contributions towards Health Insurance and 401(k) Retirement plan and access to supplemental benefits.

TO APPLY

The position is available immediately. Please send a resume and cover letter by email, in confidence, to:

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