



## Job Announcement – Farm & Land Management Specialist Groundswell Conservancy, Madison, WI

### Who We Are:

Groundswell Conservancy is a nonprofit land-protection organization in Madison, WI. We protect special places forever. We want everyone to live in a world filled with green places where communities thrive. We strive to be an anti-racist land conservation organization that shares power and decision-making with groups and individuals that reflect our diverse community. We believe that land is essential for people's physical, emotional, and spiritual wellness. We are a results-oriented organization. We have permanently protected nearly 14,000 acres of important land and water since 1983. Learn more about us at [groundswellconservancy.org](http://groundswellconservancy.org).

### What You'll Do:

The Farm & Land Management Specialist is a split position that works as a team member under the guidance of the Community Director (50% of time) and Land Management Director (50% of time) to help manage our two community farms, two nature preserves, create infrastructure and partnerships at our community conservation projects, and develop and strengthen relationships with financial supporters and partners of Groundswell Conservancy. This position plays a crucial role as the representative of Groundswell at our protected areas. This person will be supervised by Groundswell's Community Director.

### Primary Responsibilities:

#### Farm Management (50%)

- Under the guidance of the Community Director, the Farm & Land Management Specialist will be responsible for:
  - Planning and implementing site improvements at our community farms including infrastructure, soil, and land management
  - Collaborating with the Community Director and Land Management Director to develop and maintain a whole farm management plan that includes maintenance of communal spaces, pollinator habitat, unused areas to improve soil and reduce weed pressure, and land management.
  - Maintaining and making improvements to the toolsheds, water distribution system, and other farm infrastructure
  - Provide technical assistance to farm tenants, including one-on-one support in ordering seeds and supplies, accessing markets, accessing resources, etc.

## Land Management (50%)

- Under the guidance of the Land Management Director, the Farm & Land Management Specialist will be responsible for the following at our two nature preserves (Westport Prairie & Patrick Marsh) and other fee owned land:
  - Ecological land management (assist with the control of invasive plant species and maintenance of native habitats including native prairie seed collection, processing, and planting)
  - Custodial land management activities at our two preserves (mowing trails, trash cleanup, signage, maintenance of gates and fences, and implementation of new projects)
  - Experience with (or willing to learn) the tools related to ecological land management (hand loppers, pruning shears, walk-behind mower, brush cutter, herbicide equipment, and chainsaw)
  - Assist with annual monitoring of fee owned land

## Additional Responsibilities

- Perform routine maintenance for Groundswell's equipment (riding mower, hand tools, tractor, chainsaw, etc.)
- Continuing to build relationships and work collaboratively with community partners, farm tenants, and neighbors
- Willing to get certified in chainsaw and herbicide safety
- Assisting with grant writing and reporting
- Assist with farm tours, outdoor volunteer events, and field trips

## Who You Are:

- Team player with two years related or similar experience to either vegetable growing or ecological land management (or both)
- Must be able to work outdoors independently, including under poor weather conditions
- Excellent organizational skills, thoroughness, and attention to detail
- Familiarity with tools and techniques of farm and habitat management
- Enthusiasm for the environment, farming, land conservation, and engaging people in the land
- Curious, flexible, and enthusiastic about learning and improving
- Ability to take initiative and follow through on projects
- Comfortable representing and promoting the goals of Groundswell Conservancy
- Must have access to reliable transportation and able to drive with a valid driver's license
- Experience working with diverse groups of people in the community setting

We know there are great candidates who may not check all of these boxes. We also know you might bring important skills that we haven't considered. If this describes you, don't hesitate to apply and tell us about yourself.

**Salary and Benefits:**

This position has funding secured for three years with the possibility of extending. It is a full-time (40 hours/week) position. The salary is \$47,500 annually.

Benefits include:

- Health insurance through Quartz (Groundswell covers 75% of the monthly premium for the employee (not family))
- Dental insurance (Groundswell covers 90% of the monthly premium for the employee (not family))
- 12 paid holidays per year plus 3 days paid personal time per year
- Annual leave starting at 10 days per year
- Paid sick leave accrued at the rate of 1 day per month
- Additional paid and unpaid family, parental, and other forms of leave
- Simple IRA retirement (Groundswell matches up to 3% of the employee's voluntary contribution)

Groundswell is an Equal Opportunity Employer and seeks to employ staff members that represent the diversity of the Dane County community.

**Work Schedule and Location:**

We offer flexible working hours, with some evening and weekend work related to events and field trips. Our main office is in Madison, WI. Events take place in and around Dane County.

The proposed start date for this position is Monday April 8, 2024.

**To Apply:**

Please send a resume and cover letter via email in one pdf format to BJ Byers, Groundswell's Land Management Director at [admin@groundswellconservancy.org](mailto:admin@groundswellconservancy.org). In the subject line include **Farm & Land Application**. The cover letter should summarize your interest and qualifications for this position.

The application deadline is Friday, February 23, 2024.