



**Position:** Northern New England Land Steward

**Reports to:** Stewardship Director

**Supervises:** N/A

**Position Type:** Full-time salaried/exempt

**Location:** Based at Montpelier, VT office

**Compensation:** \$52,000 - \$55,000 based on experience, expertise, and fit for the role

Northeast Wilderness Trust's (the "Organization") mission is to conserve forever-wild landscapes for Nature and people. We safeguard over 103,000 wild acres across New York, Vermont, New Hampshire, Maine, Massachusetts, and Connecticut. Northeast Wilderness Trust is the only regional land trust focused exclusively on rewilding through forever-wild conservation. We believe in the immense value of wilderness, both for its intrinsic value and for its unique role to reverse the biodiversity crisis, mitigate climate change, and provide solace to the human spirit.

### **The Opportunity:**

The Northern New England Land Steward works as a member of the Stewardship Team to perform on-the-ground stewardship of Northeast Wilderness Trust's wilderness preserves, sanctuaries, and conservation easements across northern New England, primarily in Vermont and New Hampshire. The Northern New England Land Steward builds partnerships to further the Organization's mission. This position will be primarily field-based with regular office work.

### *Stewardship*

- Monitor the Organization's wilderness preserves, sanctuaries, and conservation easements in Vermont and New Hampshire, with occasional field work in other states within the Organization's region.
- Mark and maintain boundaries, install and maintain property signs, remove trash and structures, maintain gates and barriers, and oversee other activities to maintain the Organization's preserves and sanctuaries as forever-wild.
- Work in coordination with the Stewardship Director to report, address, and prevent use violations that do not comply with easements and/or the Organization's stewardship policies and forever-wild management.
- Coordinate workdays on preserves with volunteers in the community.
- Conduct site visits for potential conservation project properties in collaboration with the Land Conservation staff.
- Assist with developing Baseline Documentation Reports and Management Plans.
- Complete administrative work, including but not limited to annual property monitoring reports.
- Respond to neighbor and landowners' concerns and requests in a timely and professional manner.
- Maintain trails on Ambassador Preserves, including but not limited to Woodbury Mountain Wilderness Preserve and Spruce Ridge Wilderness Preserve.
- Assist with the implementation of restoration projects on preserves.

### *Outreach*

- Develop and maintain community partnerships across Vermont and New Hampshire.
- Help coordinate and lead field trips, volunteer events, and donor walks.
- Support Wildlands Ecology and Land Conservation Teams on ecological research and conservation projects as needed.
- Conduct outreach and training for stewardship volunteers as needed.
- Serve as an ambassador for the Organization, connecting with the community, neighbors, officials, and public entities.
- Promote wilderness conservation and build an awareness of the Organization.

### **What You Will Bring:**

- Experience or familiarity with land trusts, conserved lands, working outdoors, or other relevant fields.
- Ability and desire to work outside, in remote locations, often solo.
- Ability to safely navigate off-trail, through difficult terrain, in year-round conditions.
- Ability and willingness to frequently travel across the region, sometimes in remote 4WD conditions, occasionally overnight.
- Familiarity with GPS/GIS technologies.
- Familiarity with Landscape conservation software preferred but not required.
- General experience with hand tools, chain saws, and other equipment as needed.
- Must be able to stand and walk for long periods of time, outdoors on uneven terrain, lift and carry up to 50lbs, and use tools necessary for land monitoring and management.
- Willingness to maintain current Wilderness First Aid/Responder certification and demonstrate consistently safe judgement and decision-making in the backcountry.
- Self-starting and ability to work independently.
- Exceptional organizational and time management skills to meet deadlines.
- A commitment to candid and transparent communications.
- Ability to work professionally with a wide variety of stakeholder groups.
- Excellent interpersonal skills to work effectively across programs and represent the Organization in the community.
- Proficient in Microsoft Office.
- Ability to thrive in a fast-paced and team-oriented work environment
- A commitment to candid and transparent communications.
- Adaptability and openness to evolving job description as the Organization grows.
- Willingness to work outside of position's prime focus and collaborate with staff on other organizational priorities.
- Must carry a valid driver's license and have a reliable vehicle; use of personal vehicle for work travel is reimbursed.
- Ability to pass a background check.

### **Benefits:**

Northeast Wilderness Trust offers competitive and progressive benefits including:

#### *Comprehensive Health Coverage*

- 100% health insurance coverage to employees plus 81% of two-person/75% of family coverage.
- Shared cost dental and vision insurance.

#### *Generous Vacation Time*

- 31 days of combined time off annually, plus health leave.

### *Other Benefits*

- 401k retirement plan with 5% employer match after six months.
- Employer-paid Life Insurance of \$50,000.
- Parental Leave: Twelve weeks paid after one year of service; option for an additional eight weeks part-time work; all with full benefits.
- Sabbatical Leave: Opportunity to earn up to a two-month paid sabbatical, with possibility to extend to three months, every seven years of employment.

### **How to Apply:**

Interested candidates should submit a cover letter and resume with three professional references as a single combined PDF to [jobs@newildernesstrust.org](mailto:jobs@newildernesstrust.org) with the subject "Northern New England Land Steward." Application deadline is March 20, 2026 with review and interviews happening on a rolling basis.

*Northeast Wilderness Trust is an Equal Opportunity Employer and is committed to a just and equitable world and workplace. We recognize that diverse teams make the strongest teams and we encourage people from all backgrounds to apply.*