



## Conservation Ecologist

***Exciting opportunity to work for a dynamic nonprofit conservation organization***

**Who we are:** Greenbelt is Essex County's Land Trust. We're the most active conservation organization in the region. We protect land and help people get outside.

### **The role**

Greenbelt is seeking a Conservation Ecologist (Ecologist) to join the Stewardship, Planning & Technology Department. The Ecologist will report to the Vice President of Stewardship, Planning & Technology and will work with departmental staff to guide the organization in science based decision making to develop and implement a robust ecological land management program. The Ecologist's work will inform how Greenbelt manages and restores the varied ecosystems and species on our properties. This position is focused on planning and implementing habitat management programs and is not a research focused position.

### **About Greenbelt**

Greenbelt has been Essex County's Land Trust since 1961, and is now the most active conservation organization in the region. With over 23,000 acres protected, a growing staff of 20+ employees, thousands of supporters, and 300+ volunteers, Greenbelt is a trusted community partner serving the 34 cities and towns in Essex County. Learn more at [ecga.org](http://ecga.org)

*Greenbelt seeks a diverse pool of candidates. In addition to being an Equal Opportunity Employer, we aim to create an inclusive, equitable workplace where everyone is valued.*

## **Core Responsibilities & Scope**

### Ecological Land Management:

- Provide organizational leadership to define and grow Greenbelt's ecological management program
- In collaboration with departmental staff, develop management plans for Greenbelt properties and develop and implement short and long term programs for the management of forests, grasslands, wetlands, and coastal areas
- Apply for and oversee public and private grants to fund management projects
- Identify survey needs for Greenbelt properties to inform habitat management and develop survey protocols suitable for interns and volunteer data collection
- In partnership with the Volunteer Coordinator, work with volunteers and community scientists to collect, analyze and report on species and habitat data
- Work with partner organizations and institutions on collaborative projects and events centered on biodiversity, habitat, climate resilience, and other related topics
- Other tasks as assigned

### Engagement:

- Speak to a variety of audiences including the general public and conservation professionals on natural history/ecology topics
- In collaboration with communications staff, assist with developing biological and ecological content for external communications
- Represent Greenbelt with government partners, conservation nonprofits and coalitions, research institutions, and community organizations
- Oversee the development of written content focusing on Greenbelt's properties for kiosks, Greenbelt's website, and other public facing applications.
- Other tasks as assigned

## **Qualifications and Skills**

This position requires experience with managing ecosystems on conservation lands and the proven ability to work well with colleagues and volunteers. The successful candidate will have a passion for working outside, will be an engaging speaker with a talent for communicating scientific concepts and meaningfully engaging with the public, and will have the energy, vision, and experience to provide leadership to Greenbelt in the critical area of ecological stewardship.

#### Required qualifications and skills:

- Bachelor of Science in biology, ecology, natural resource management, wildlife biology/management, botany or related field
- Strong work ethic and commitment to Greenbelt's core values, mission and vision
- Commitment to Diversity, Equity, Inclusion and Justice
- The ability to identify the common plant and animal species found throughout New England
- Knowledge of ecological principles and habitat management techniques to improve biodiversity, climate resilience, habitat etc
- Experience working on land management projects in forests, grasslands, wetlands, and coastal habitats.
- Proficient with typical habitat management and ecological restoration methods, such as herbicide applications, equipment operation, invasive species management, and plant and wildlife surveys and monitoring
- Strong communication and technical writing skills
- Comfortable working outside in all weather conditions and terrains, and ability to lift/carry typical field equipment and materials
- Strategic thinker, ability to develop a vision in partnership with staff, the Board of Directors & Committee. Someone who brings leadership, planning, and program management experience and/or potential
- Independent, able and excited to build a new program with the support of existing staff to foster a culture of innovation, collaboration, and continuous improvement towards achieving Greenbelt's priorities
- Good interpersonal skills and collaborative abilities, including the ability to work with a variety of people from diverse backgrounds and work styles including staff, volunteers, general public, etc.
- Ability to evaluate existing programs and identify opportunities for improvement or expansion with the use of creative problem solving
- Ability to work effectively under pressure and meet deadlines
- Possession of a valid driver's license or willingness to get one
- Proficiency with Microsoft Office and other common software applications

#### Preferred qualifications and skills:

- 5 or more years of experience in the field of habitat management
- Demonstrated experience with tools and techniques for effective field work to manage vegetation and habitat structures including basic carpentry skills
- Previous experience planning/managing/leading habitat management and/or restoration projects in natural areas.
- Familiarity with the relevant federal/state/local rules and regulations that govern wildlife and habitat management
- Strong GIS background, experience with ArcGIS Pro, good with technology, databases etc.

- Demonstrated success writing and administering public and private grants for habitat management projects
- Graduate degree or courses in related field

Don't quite have all the skills and qualifications listed above? We still want to hear from you! Research has shown that some people are less likely to apply for jobs if they don't believe they meet every one of the qualifications described in a job description. We encourage you to apply, even if you don't believe you meet every one of our described qualifications or you have a less traditional background.

**Position Details:**

Full time (40 hours per week) located at Greenbelt's headquarters in Essex, Massachusetts. Monday-Friday schedule, flexible daily hours, occasional weekend or evening events, combination of field work and office setting. Onsite training and professional development opportunities available. Competitive salary will be based on qualifications and includes excellent health and retirement benefits. Salary range: \$65,000 - \$80,000. **The position is anticipated to begin in the Fall of 2026.**

**TO APPLY:**

Applications will be accepted until the position is filled. Interested candidates should submit a cover letter and resume as a single combined PDF to Abby Hardy-Moss at [abby@ecga.org](mailto:abby@ecga.org). No phone calls please.

*Essex County Greenbelt is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.*