

Naturalist, Outdoor Programs Leader

The Upper Valley Land Trust (UVLT) is a nonprofit conservation organization dedicated to preserving the unique landscapes of the Upper Connecticut River Valley. Since its founding in 1985, UVLT has permanently protected over 56,000 acres of forests, farms, waterways, and wildlife habitats across more than 500 properties. Through land conservation, stewardship, and community engagement, UVLT collaborates with landowners, municipalities, and local organizations to ensure the natural beauty and ecological health of the Upper Valley.

Position Summary:

The **Naturalist, Outdoor Programs Leader** will develop educational curricula and deliver workshops, field trainings, and public programs aimed at volunteers, citizen scientists, Conservation Commissioners, landowners, and the general public. Using UVLT-owned properties as sites for learning, this role will deepen public engagement with conservation stewardship, enhance practical field skills, increase public awareness of biodiversity trends, and build leadership capacity for landscape resiliency. The Naturalist, Outdoor Programs Leader is an integral member of UVLT's Stewardship team, and this position is a core component of our strategy to increase the impact of UVLT's conservation stewardship mission. The ideal candidate will be passionate about ecological education, possess strong communication skills and experience managing land, and be adept at both curriculum design and field-based instruction. This position reports to the VP, Stewardship.

Duties and Responsibilities:

1. Curriculum Development & Educational Program Design:

- With the VP Stewardship, identify educational program objectives and priorities; select properties to demonstrate best management and innovative practices.
- Design site-specific educational curricula for workshops, trainings, and field programs covering topics such as invasive species management, wildlife tracking, forest health, wetland assessment, and watershed conservation.
- Design field programs to strengthen the network of volunteers engaged in supporting biodiversity to manage ecologically significant lands.

2. Program Delivery:

- Plan and lead interactive, field-based workshops that provide direct, hands-on experience with best practices and current science informing land management approaches, for example:
 - Identifying invasive, non-native plants; selecting and implementing methods of treatment;
 - Recognizing indicators of deer populations and devising strategies for supporting successful hardwood regeneration;
 - Identifying wetlands and associated natural communities, assessing wetland health and implementing strategies for mitigation and restoration;
 - Identifying wildlife tracks and other indicators of habitat use and connectivity;

- Assessing resilience and risks within small watersheds, predicting and managing effects of storm events.
- Identifying and documenting pollinator and bird species and species composition in grasslands;
- Training in the use of digital tools for field documentation and landscape-scale connectivity assessments.
- Design and manage education program logistics, such as recruitment and registration, on-site safety, facilities and refreshments.
- Develop adaptable lesson plans, field guides, and digital learning resources.
- Support and guide attendees in applying learned concepts to land management initiatives in their roles as volunteers, civic leaders, teachers and landowners.

3. UVLT Land Management & Research Support:

- Act as a staff naturalist, contributing expertise to inform UVLT stewardship plans and conservation best practices.
- Collaborate with research partners to facilitate data collection and incorporate current ecological research into UVLT programs.

4. Public Engagement & Education:

- Contribute written, photographic, and digital content to UVLT communications about the ecology and management of UVLT's lands.
- Lead public events on UVLT lands to showcase best practices, ongoing research, and stewardship strategies.

Key Qualifications:

- **Bachelor's degree** in Environmental Science, Ecology, Conservation Biology, Natural Resources, Education, or a related field.
- **Experience in curriculum development, environmental education, or adult learning program design.**
- **Proficiency in ecological fieldwork** (e.g., species identification, habitat assessment, land management).
- **Familiarity with GIS mapping, digital field documentation tools, and conservation data collection methods.**
- **Strong written and verbal communication skills** with experience in public outreach, educational programming, or conservation journalism.
- **Ability to design and lead engaging, hands-on learning experiences** for diverse audiences.
- **Comfort with outdoor fieldwork in various conditions** and ability to lead groups in natural settings.
- **Knowledge of conservation policy, land stewardship practices, and ecological research trends.**

Work Environment:

- Combination of **office work, field-based instruction, and community engagement.**
- Regular outdoor activities, including **hiking and hands-on ecological training.**

- Travel within the region to **facilitate workshops, meet with conservation partners, and support research initiatives.**
- **Flexible schedule, including occasional evenings and weekends** for events and training programs.

Why This Role Matters:

This position offers an exciting opportunity to **bridge science, education, and community engagement** through the development of impactful conservation curricula and hands-on training programs. If you are passionate about conservation education, curriculum design, and fostering meaningful conservation stewardship, we encourage you to apply.

Direct reports

None.

General Expectations:

- All UVLT employees will abide by the UVLT Employee Handbook, follow organizational policies, attend staff meetings, and contribute to internal functions.
- This position may evolve over time, and duties may be adjusted at the discretion of UVLT's President or the Stewardship VP.
- All UVLT staff positions are non-contractual, all employees are employed "at will."

This position is open until it is filled. Compensation is based on experience and is anticipated to be in the range of \$22 to \$24.25 per hour (\$45,760 to \$50,440 annually).

Job Type: Full-time, Non-Exempt

Benefits:

- Flexible schedule, some latitude to work from home
- Paid time off
- Full Health Care benefits
- Life Insurance
- 401(k) retirement plan with employer matching contributions

Work Schedule:

- 8-hour shift
- Daytime, Monday to Friday

Ability to Commute:

- Hanover, NH 03755

UVLT is an equal opportunity employer. To apply, please send a resume and cover letter to:

Jason Berard
 VP, Stewardship
 Upper Valley Land Trust
 19 Buck Road
 Hanover, NH 03755

Email: contactus@uvlt.org