



Job Title: Natural Area Manager
Location: White Salmon, Washington
Salary Range: \$68,983 - \$89,680 annually
Reports To: East Cascades Program Manager
Duration: Full-Time, 40 hours per week
FSLA Status: Exempt
Application Deadline: March 26, 2025

Do you want to be part of an innovative team caring for important habitats of the East Cascades? Columbia Land Trust is seeking a **Natural Area Manager** to join its team!

About Us

Columbia Land Trust is dedicated to conserving and caring for the vital lands, waters, and wildlife of the Columbia River region through sound science and strong relationships. In our first 30 years, Columbia Land Trust has permanently conserved more than 60,000 acres and restored thousands of acres across our ecologically diverse region, for the benefit of both wildlife and communities. Today, the Land Trust is nationally recognized as a leader in conservation and locally appreciated as part of the communities where we live and work.

At Columbia Land Trust, we often talk about our impact in terms of a science-forward approach to lands, waters, and wildlife. However, just as important is how we work, through building and maintaining strong relationships. We set ambitious long-term goals that we know are only achievable by living up to our commitments to support more equitable conservation through diverse collaborations and thoughtful land management practices. We strive to ensure that all our employees, colleagues and partners feel a sense of belonging, and that their contributions to achieving our mission are valued. Columbia Land Trust is an equal opportunity employer and committed to building a workforce that fosters this sense of community, appreciates and includes more voices and cultures, inspires conservation achievement, and gives space for personal growth.

Columbia Land Trust's headquarters are located on the historic Fort Vancouver campus near downtown Vancouver, Washington. Additional Land Trust offices are located in Astoria, Oregon, and White Salmon, Washington. This position will be a combination of field and office-based work out of our White Salmon, Washington office with frequent travel throughout the region for fieldwork. For more information, please visit www.columbialandtrust.org.

Summary

The Natural Area Manager is responsible for the management of various natural areas across Skamania and Klickitat Counties in Washington and Hood River and Wasco Counties in Oregon. Ranging from 30 acres to thousands of acres, these natural areas encompass riparian habitat, fire-adapted mixed conifer forests and oak woodlands, wetlands, talus, cliffs, and grasslands. This position oversees site-level conservation efforts, ecological stewardship, and ensures compliance with Land Trust standards by performing the following duties.

Essential Duties:

Land Management & Administration

- Manages property data using GIS and other software, tracks tax/parcel information, documents site conditions and work performed, ensures regulatory compliance and boundary enforcement, maintains access/easement agreements, and oversees property use and access permissions.
- Prepares and updates management plans, habitat condition assessments, and site maps.
- Installs, maintains, or removes infrastructure such as roads, bridges, gates, and signs.
- Hires and oversees contractors and volunteers for project implementation.
- Manages public use, including state hunting programs and Land Trust public use systems.
- Conducts compliance and project-level effectiveness monitoring.
- Resolves property issues, including boundary disputes, dumping, and unauthorized use.
- Builds relationships with landowners, neighbors, community members, and conservation partners.
- Engages in outreach to understand community needs, address concerns, and raise awareness.
- Supports stewardship staff in site work and may supervise direct reports.

Habitat Restoration

- Designs and implements habitat restoration projects that advance Land Trust conservation objectives, using the best available science and following the Land Trust standards and practices, with input and coordination from partners and community advisors.
- Writes grant proposals and supports fundraising and outreach for restoration projects.
- Manages restoration budgets, grants, contracts, permitting, and regulatory compliance.
- Monitors restoration outcomes and adapts management strategies.

Land Protection Support

- Assesses properties for conservation potential, evaluating ecological resources and stewardship challenges.
- Identifies key conservation features and estimates long-term management costs.
- Reviews and assesses implications of agreements, legal encumbrances, boundary encroachments, and land-use restrictions on our ability to steward conservation values of protected lands.
- Assists with writing and presenting grant applications that fund land acquisitions.
- Contributes to the periodic update of strategic conservation priorities in our Conservation Agenda.

Outreach & Engagement

- Supports fundraising by leading land tours, giving presentations, and contributing to outreach materials and events.
- Builds relationships with community members, rightsholders, tribes, and partner organizations.
- Coordinates volunteer activities such as restoration workdays and site maintenance projects.

Organizational Support

- Supports annual work and budget planning.
- Regularly participates in regional team meetings and training, and coordinates field staff.
- Provides information to the Board of Directors or its committees, as needed.
- Contributes to fundraising, donor relations, and communications efforts.
- Engages in organizational initiatives, such as Diversity, Equity, and Inclusion (DEI) and Safety Committees.
- Supports the East Cascades Oaks Partnership strategic conservation plan.
- Maintains punctual, regular, and predictable attendance.
- Works collaboratively in a team environment with a spirit of cooperation.
- Performs other duties as assigned

Qualifications

Columbia Land Trust seeks applicants with skills and experience in some of the listed tasks or similar work. Training will be provided to ensure qualified candidates can safely and effectively perform the job. Accommodations may be available for individuals with disabilities to enable them to fulfill essential job functions.

Required Skills & Experience

The following are representative of the knowledge, skill, and/or ability needed to perform the duties of the job. Both professional and personal life experience will be considered.

- A background in land stewardship, forestry, biology, ecology, or traditional ecological knowledge, equivalent to eight years either through related experience and/or education/training.
- Working knowledge of fire-adapted forests and management approaches.
- Ability to identify plants using dichotomous keys and field guides and to assess habitat conditions.
- Ability to prioritize and manage multiple project budgets, contracts, and workflows simultaneously.
- Ability to manipulate spatial data and generate maps using ESRI ArcGIS Pro and other products.
- Proficiency in Microsoft Office Suite and similar programs.
- Ability to safely supervise and direct field staff in person and remotely.
- Ability to work respectfully with people from diverse backgrounds.
- Comfort making decisions independently consistent with a strategic plan and team values.
- Ability to perform physical work outdoors in various environments and weather conditions.
- Ability to secure an herbicide applicator's license.
- Ability to work safely in high-risk environments around equipment, herbicides, and prescribed fire.
- Valid driver's license and safe driving record. Access to a personal vehicle for light-duty field work and regional travel.

Preferred Skills & Experience

Some experience with one or more of the following is preferred, with some training available to help build existing skills to reach the skill level needed.

- Familiarity and comfort with tribal treaties, indigenous lifeways and values.
- Knowledge of Columbia River Gorge and East Cascades ecology and botany.
- Experience planning and conducting prescribed broadcast or pile burns.
- Familiarity with regional silviculture and forest management practices, and logging systems and contracts.

Salary and Benefits

Columbia Land Trust offers a competitive salary, a comprehensive benefits package, and a supportive and positive work environment. The full salary range for this position is \$68,983 - \$89,680 annually.

The Land Trust benefits package includes:

- Paid vacation
- Holidays
- Sick leave
- Health and dental insurance premiums for three-quarter to full-time employees
- Voluntary benefits include Section 125 - FSA and long-term disability
- A match (up to 5% of annual salary) to our 401(K)-retirement plan
- Cell Phone Reimbursement

- Travel Reimbursement

Application Instructions

To be considered for the Natural Area Manager position, please email your resume, a list of three references, and a cover letter addressing the below questions to jobs@columbialandtrust.org.

We will not contact your references without notifying you first. In your application, please include:

- A description of your interest in and relevant experience for this position.
- How does this position align with your professional interests or career goals?
- Please read our [Equity Commitments](#) and tell us what resonates with you and why.

Mailed applications can be submitted to:

Columbia Land Trust
850 Officers Row
Vancouver, WA 98661