



Midpeninsula Regional Open Space District - *JOB ANNOUNCEMENT*

Conservation Grazing Program Manager*

Classification title: Resource Management Specialist III*

Annual Pay Range: \$112,747 - \$140,786
plus full benefits, including CalPERS Pension

Application Deadline: April 23, 2023

Midpeninsula Regional Open Space District (Midpen) has an excellent career opportunity for an experienced and motivated Conservation Grazing Program Manager who will plan, organize, manage, oversee, and participate in the implementation of objectives outlined in the conservation grazing program and the agricultural land management projects within the District's Coastside mission. The ideal candidate will have a strong knowledge base of resource management principles focused on rangeland ecology, rangeland vegetation management, rangeland plant physiology, and rangeland animal management and can provide a high level of lease oversight to assist tenants with incorporating resource protection measures as part of their grazing practices. The start date for this position is June 2023. District housing for rent will be available in Fall 2023 for the selected individual.

About the Position: The Conservation Grazing Program Manager will focus on monitoring compliance with lease terms, coordinating with tenants to complete annual work plans, preparing contracts for infrastructure improvements, and soliciting proposals for grazing services. This position will report to the Senior Property Management Specialist in the Land & Facilities Department but will work closely with the Natural Resources department on predation issues, pond management and water supply enhancement projects, and cultural resource protection. Additionally, as a single point of contact for conservation grazing and agricultural operations, the new position will improve customer service and expand support to our agricultural tenants and partners on the coast. The successful performance of this work will require a strong working knowledge of a broad range of resource management and property management principles, as well as strong program management and strategic planning skills and the ability to provide guidance to multi-disciplinary teams. This position will work with staff, public agencies, community groups, contractors, scientific study representatives, easement holders and grazing tenants. Candidates with background in managing grazing properties and agricultural leases are desirable. For additional information about the Conservation Grazing Program Manager position, see the RMS III [Job Description](#).

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 65,000 acres of public open space with 250 miles of trails in 26 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! Check out the [Working for Midpen video](#) on our Employment Opportunities page.

Work Environment: The Conservation Grazing Program Manager works in the Land & Facilities Department. This will be a hybrid working environment with approximately 60% of the time working in our administrative office or field office, 10% work from home, 30% field work. Available housing will be located on the San Mateo coast just south of Pescadero, CA on the coastal side of Cloverdale Open Space Preserve, which is approx. 1 hour and 15 min driving time from the administrative office in Los Altos. The District currently has 12,000 acres under lease for conservation grazing along the Pacific Coast stretching from Half Moon Bay to Pescadero. Field work will require driving in remote areas on dirt roads, working in temperatures ranging from cold and windy to hot and dry, and hiking through steep terrain and wildland areas. District vehicles are available for use when traveling to the grazing properties. Poison oak is present on several grazing properties and exposure is possible. Ideal candidates will be comfortable working in these types of field conditions, as well as in an office environment. Following onboarding and successfully meeting job performance expectations, may be eligible for the flexible work programs which includes 9/80 schedules.

Education and Experience: *Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:* Equivalent to graduation from an accredited four-year college or university with major coursework in environmental design, natural resource management, ecology, biology, geology or a related field, and three (3) years of increasingly responsible experience in natural resource management preferably in parks, open space, or related field, including at

least one (1) year of supervisory and administrative responsibility. Bi-Lingual in Spanish is a plus, but not required. A Master's Degree is desirable.

Licenses & Certifications Required:

- Possession of a valid California Class C Driver License
- Depending on assignment, possession of, or ability to obtain, a valid Certified Rangeland Manager Certification within two years of employment.
- Depending on assignment, possession of an International Right of Way Association (IRWA) Right of Way Agent Certification relevant to assignment and an IRWA Right of Way Asset Management Certification highly desirable.

Benefits: Midpen provides a competitive benefits package including health, life and disability insurance, CalPERS pension and paid leaves. Detailed information is available on the [Benefits](#) page of our website.

Ready to apply? Great! We welcome your application online at [CalOpps.org](https://calops.org).

(To avoid missing important email communication about this recruitment, we suggest adding mpropenspace@calops.org to your contacts or list of safe senders.)

Application deadline is Sunday, April 23, 2023. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered:*

1. Fully completed CalOpps employment application
2. Cover letter
3. Resume
4. Supplemental question responses

**Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.*

Recruitment Timeline: We recommend applicants be available for interviews on the following dates for panel interviews (we are unable to accommodate individual schedules):

First interview (virtual): Wednesday, May 3, 2023

Written exercise (virtual): Friday, May 5, 2023

Final interview (in-person): Wednesday, May 10, 2023

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to the Los Altos from outlying areas.

Midpeninsula Regional Open Space District is an Equal Opportunity Employer

Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at (650) 691-1200 or via email at hr@openspace.org.

Put your passion for Open Space to work!