



Position Announcement

Manager- Land Stewardship and Infrastructure

The Rob and Bessie Welder Wildlife Foundation is seeking an experienced and driven individual who will be responsible for leading our land management and facilities maintenance operations. The Welder Wildlife Foundation (WWF) is a nonprofit organization providing wildlife conservation research and education in the context of a working 7,800-acre ranch located in San Patricio County, approximately 7 miles from Sinton, Texas.

The Land Stewardship and Infrastructure Manager will report to the Chief Executive Officer and will lead an operations team that focuses on the maintenance and long-term sustainability of the Foundation's habitats and infrastructure. These areas are critical to the success of our conservation research and education programs. This position will oversee operations related to habitat and wildlife management, cattle management, and construction and maintenance projects.

Qualifications:

- *Education-* Bachelor's degree (M.S. desired) in range management, agriculture, natural resource, or applicable field.
- *Experience-* Minimum, 3 years of experience managing land resources, cattle operations and/or working in the ranch/refuge environment is desired.
- *Knowledge-*
 - Rangeland and grazing management.
 - General ranch or farm operations.
 - Wildlife conservation, education, and environmental stewardship.
- *Skills-*
 - Effective leadership and supervision of staff with a variety of learning styles and experience levels.
 - Excellent written and oral communication skills, as well as interpersonal skills.
 - Machinery Operation- Tractors, backhoes, mowers, etc.
 - Carpentry, plumbing, electrical and other facilities maintenance knowledge and skills a plus.
- *Abilities-*
 - Must multitask and work both independently and cooperatively with others.
 - Comfortable working with a wide variety of people and situations.
 - Must be initiative driven, adaptable, collaborative, and innovative and have a positive and integrity driven attitude.
 - Ability to perform strenuous outdoor tasks related to ranch operations.

Essential Duties and Responsibilities:

- Provide operations management leadership for the WWF ranch/refuge including supervising, teaching, and mentoring assigned staff.
- Work cooperatively with staff on the strategic direction of habitat management, ranching operations, and facilities maintenance.
- Assist with development of operational documents (range management/grazing plans, equipment/facility inventories, etc.), as well as maintenance/operations budgets, that detail annual projects to be completed with cost analysis.
- Development of annual maintenance schedules and schedules of daily work activities.
- In collaboration with senior staff and cattle/grazing lessee, oversee WWF's grazing lease and cattle operation.
- Provide day to day management of pipeline, oil and gas, and other cooperator access and/or use agreements and/or construction projects.
- Coordinate all infrastructure maintenance and renovations for the WWF.
- Supervision of equipment repair and preventative maintenance program.
- Monitor and coordinate all contracted construction projects, including buildings, roads, fences, water control structures, water wells and troughs, etc.
- Operation and maintenance of the WWF's drinking water, sewer, irrigation and the emergency electrical power system
- Coordinate and assist with vegetation management and control activities which may include prescribed burning, herbicide treatments and mechanical treatments.
- Maintain a safety conscious environment for employees and visitors.
- Assist as needed with field research projects conducted on the Refuge as well as Foundation's educational programs.

Salary and Benefits Package: \$55,000 to \$65,000 (commensurate with experience). The Foundation offers an exceptional benefit package that includes group medical, prescription, vision, dental and life insurance. Minimum of twelve days paid vacation; paid sick leave and 10 paid holidays; 401K plan (including partial employer match).

To apply: Interested and qualified candidates may apply by emailing 1) cover letter with statement of interest addressing specific qualifications and 2) resume, as a single PDF file. Provide the names, addresses, phone numbers, and email addresses of at least three (3) professional references. Please email documents to:

Dr. Dale James

djames@welderwildlife.org

WELDER WILDLIFE FOUNDATION IS AN EQUAL OPPORTUNITY EMPLOYER

The Welder Wildlife Foundation is an equal opportunity employer which does not discriminate, on or off Foundation property, because of race, color, religion, national origin, gender, sexual orientation, national origin, military status, disability, or age or any other category protected by federal, state, or local law except where age or gender is a bona fide occupational qualification as allowed by the Civil Rights Act of 1964. Employees and students are urged to report any incidents which they believe to be discriminatory to the Chief Executive Officer.

