



Delaware Wild Lands

Position Title: **New Castle County Conservation Technician** (part-time)
Reports to: DWL Restoration and Research Manager
Location: DWL Main Office, 315 Taylors Bridge Road, Townsend, DE (east of Middletown, DE)

About Delaware Wild Lands, Inc.

Delaware Wild Lands, Inc. is the State of Delaware's oldest and largest land trust. Since our founding in 1961, Delaware Wild Lands has permanently protected more than 31,800 acres of land, 21,800 acres of which we now own and manage for vibrant wetlands and wildlife habitat, clean air and pure water, and healthy farms and forests. We support traditional uses of the landscape, including farming, forestry, and hunting, and are deeply committed to high quality stewardship and management of our lands to ensure their character, biodiversity, and natural beauty and bounty are safeguarded forever.

About the Position

The New Castle County Conservation Technician (Technician) is a key position at Delaware Wild Lands' (DWL) and will help support DWL's success in achieving our mission and expanding our conservation and restoration work. The Technician will support DWL's land management and restoration efforts in New Castle County to ensure DWL's lands in New Castle County are managed in alignment with their intended uses including farming, hunting, restored habitat, and/or wildlife reserves.

The Technician is responsible for assisting with the general upkeep and maintenance of DWL's New Castle County properties and land management equipment, including maintenance of wildlife reserves and restoration projects, invasive species management, site preparation for restoration projects, land maintenance, repair of gates, trash removal, boundary monitoring, etc.

The Technician will work mostly outside on DWL-owned lands, act as a representative of the organization, and may interact with the public and DWL's lessees to address issues and answer questions concerning DWL's mission, goals, projects, and properties.

The Technician will work out of the organization's headquarters located in Townsend, Delaware (near historic Odessa) and will also assist with conservation and restoration projects and programs on DWL's landholdings in Kent and Sussex Counties, as needed.

The Technician will be supervised by DWL's Restoration and Research Manager.

Roles and Responsibilities

Assist with the maintenance of NCC properties and ensure general upkeep of properties

- General upkeep of properties and structures
 - o Access lane and gate maintenance
 - o Boundary monitoring and addressing trespassing issues
 - o Lease compliance monitoring
 - o Monitoring and maintenance of structures (barns, impoundments, houses, and outbuildings), including minor repairs and trash removal
- Operating, maintaining, and organization of light and heavy machinery and hand powered tools

Assist with the implementation, maintenance, and monitoring of DWL's restoration projects and existing wildlife habitat

- Assist with restoration project site preparation, such as mowing, developing firebreaks, discing, planting, and invasive species management
- Utilize habitat management techniques to maintain and support established wildlife habitat, including invasive species treatment, prescribed burning, and mowing
- Monitor restoration sites and existing wildlife habitat areas to ensure goals are met
- Work with volunteers and lessees to assist with implementation of property management, habitat restoration, and outreach and education

DWL staff members operate as a team and the Technician will be expected to perform other duties, as assigned.

Required Qualifications

- Demonstrated experience with the principles, practices, techniques, goals and objectives of natural resources conservation, preservation, and habitat and land management activities.
- Demonstrated ability to work effectively in a small team environment to develop strategies, set goals, resolve problems, make decisions, adapt to changing work priorities, and implement plans that are in the best interest of the organization.
- Demonstrated ability to work with a diverse range of individuals, farmers, hunters, outdoor recreationists, birders, and representatives from Federal and state agencies.
- Ability to work outdoors for long hours and in various environmental conditions.
- Able to work on a flexible schedule with some night and weekend work and travel throughout the region, sometimes on short notice.
- Current and valid driver's license.

Desired Skills/Core Competencies

- Experience in performing a variety of groundskeeping, mechanical, and building maintenance trades work.
- Experience in operating motor vehicles, farm equipment, landscaping and groundskeeping equipment, and hand power tools in various conditions and terrain.
- Experience with routine and preventative equipment and tool maintenance and knowledge of appropriate safety protocols.

- Knowledge of and ability to identify Delaware's Piedmont and Coastal Plain history, species, natural communities, and ecosystems.
- Knowledge of and ability to identify plant life, pest or disease control, invasive species and management.
- Experience in herbicide application and other invasive species control methods and materials.
- Knowledge of local and regional natural resource issues, agricultural practices, and habitat management issues and challenges.
- Familiarity with aerial photos, surveys, topographic maps, and ability to navigate properties in remote areas.
- Experience using MS Office programs such as Word and Excel.
- Good communication skills and ability to communicate effectively with a variety of audiences.
- Demonstrated ability to work independently and without close supervision.
- Success in managing multiple concurrent projects.

The position will run for 12 weeks at 40 hours/week from June through August but exact start and end dates are flexible. The pay rate is \$15.00/hour. This is a part-time position with the potential for extension or full-time work.

Applications will be accepted and reviewed on a rolling basis and must be received no later than 12:00 pm, April 1, 2025.

Send cover letter, resume, and three references to:

Hannah Small
DWL Restoration & Research Manager
hsmall@dewildlands.org

Delaware Wild Lands is an equal opportunity employer. It is the policy of Delaware Wild Lands to afford equal employment opportunity to all qualified persons regardless of race, color, religion, gender, national origin, military status, disability, age, or genetic information.