



Job Description April 2026

Stewardship Technician

- Reports to the Stewardship Manager
- Full-time (1.0 FTE), non-exempt (hourly) position with a six-month introductory period
- 8 hours per day, generally between 8:00 am to 5:30 pm, Mon-Fri with some flexibility
- Compensation: \$21.50-\$23.50/hour DOE, with opportunities for spot bonuses
- This position is based in Suisun City, California. The role requires regular presence at our office in Suisun City and in the field throughout Solano County. Occasional travel for site visits, partner meetings, and professional events may be required, including some before and after-hours commitments

Summary

Stewardship Technician supports stewardship and resource management with a focus on habitat restoration and mitigation on all Solano Land Trust (SLT) properties (over 11,600 acres). Current projects include oak woodland and riparian area restoration, with future wetland creation projects planned. The Stewardship Technician will be responsible for monitoring endangered species including California red-legged frog and various plant species. Stewardship Technician will lead Community Science projects and work with volunteers to collect data and implement projects. (SLT will provide training, as needed.)

The Stewardship Technician is accountable for delivering the following results:

- Prompt and efficient response to requests for management/maintenance of SLT's facilities, properties, and infrastructure.
- Accurate and complete activities logs, including timesheets, maintenance records, monitoring data sheets, property visit records and other forms as assigned.
- Implementing weed management plans in a manner that maintains Solano Land Trust compliance with State and County herbicide regulations.

Specific Responsibilities:

1. Implement weed management program on Solano Land Trust fee title properties

- a. Implement the weed management programs on all fee title properties including mapping, prioritizing, and coordinating staff and volunteer schedules.
- b. Maintaining and replacing spray equipment in partnership with the Stewardship Team
- c. Applying appropriate herbicides to weeds using back-pack, ATV, CanAm, tractor or trailer as applicable
- d. Stewardship Technician will receive appropriate training to spray under a more senior staff member's license, with option to become a Qualified Applicator after 6 months of employment.

- e. Stewardship Technician will maintain appropriate spray records and report to SLT QAC in a timely manner.
- f. Stewardship Technician may represent Solano Land Trust at CallIPC and other such conferences and workshops.

2. Restoration and Mitigation Projects

- a. Implementing restoration and mitigation projects on Solano Land Trust lands including oak and riparian restoration projects
- b. Coordinating implementation, prioritization and monitoring of mitigation and restoration projects with Stewardship Manager
- c. Mitigation and restoration area maintenance may include construction or maintenance of some fences and tree cages.
- d. Installation or maintenance of irrigation systems.
- e. Conducting land restoration and habitat maintenance, including weed control using weed eater, tractor mower, chain saw, manual removal, and/or herbicide application to promote native species

3. Administrative support for Stewardship Team

- a. Equipment use reports for the Team submitted quarterly in a timely manner.
- b. Keep accurate records on activities and maintenance logs.
- c. Coordinating annual monitoring and reporting on Fee Title properties with all Lands Team staff, ensuring all reports are filed and formatted to facilitate LTA accreditation.
- d. GIS mapping for Stewardship Team, including weed and sensitive species mapping
- e. Communication with Rush Ranch cleaning team
- f. Submitting receipts and expense reports in a timely manner
- g. Submitting timesheets in a timely manner
- h. Bill time and materials in manner that reflects approved budgets and utilizes funded budgets to the best of Stewardship Technician's ability
- i. Stewardship Technician may represent SLT at Suisun landowners' meetings or similar

4. Outreach and Education support

- a. Coordinate and occasionally lead Community Science
- b. Submit liability waivers for Community Science
- c. Plan annual Community Science calendar with Stewardship Manager
- d. Support users and visitors of SLT lands, including interacting with and providing assistance to groups and visitors utilizing facilities, and assisting SLT staff and volunteers with outdoor activities and fund-raising events.
- e. Stewardship Technician may occasionally lead or supervise temporary employees, volunteers, including prison work crews, or contractors.
- f. Stewardship Technician interacts with the public and supports use of all facilities by visiting scientists, user groups, and the general public.

Position Requirements

Required Skills, Education, and Physical Requirements

- High school diploma or GED.
- Interest in and willingness to learn plant and animal identification.
- Strong and reliable work ethic.
- Ability to rigidly adhere to monitoring protocols, maintenance and management schedules, and complete maintenance logs.
- Willingness to work with chemical herbicides with appropriate training and protective gear provided.

- Willingness to work in all kinds of weather conditions, walk for several miles over rough terrain, and endure biting and stinging insects.
- Ability to communicate effectively with the visiting public, ranchers, volunteers, and others.
- Ability to prioritize tasks, develop timeframes, and complete tasks within timeframes.
- Ability to lead others in assigned tasks.
- Ability to resolve problems independently as delegated.
- Ability to do physical work related to various maintenance and fieldwork activities including walking over uneven, hilly, and/or difficult terrain for one to two miles with a 3-gallon backpack sprayer and lifting and carrying tools and heavy (60-100 pounds) field equipment.
- California Class C driver's license and ability to drive for local and regional travel.
- Have and maintain California Qualified Applicator Certificate

Preferred Skills / Knowledge:

- Three years related work experience in habitat management, agriculture, or land management preferred. (Associates Degree or Trade School certification in a relevant field may substitute for one year of experience; Bachelor's Degree in a relevant field may substitute for two years of experience.)
- Basic carpentry, mechanical, plumbing, and electrical skills. Ability to safely operate a chainsaw and other power tools, a four-wheel drive truck with standard transmission, and a small farm tractor.
- Experience operating All-Terrain Vehicles over hilly terrain.
- Experience managing small construction projects.
- Experience with trail construction.
- Experience with chemical herbicides and associated equipment.
- Knowledge of local flora and fauna and/or an interest in learning to identify plants and animals classified as species of special concern.
- Comfortable working around livestock.

Solano Land Trust complies with the Americans with Disability Act and applicable California law and will consider reasonable accommodations.

Solano Land Trust Culture

We value and benefit from the unique life experiences and collective wisdom of our diverse community and we intentionally seek out and welcome those voices who have historically not been involved in our work. We are learners who are always looking for ways to grow personally, and we support and encourage our colleagues to be their best. We are self-starters, are flexible to ever-changing circumstances, and we operate with integrity, trust, personal responsibility, and mutual respect.

Salary and Benefits

Solano Land Trust provides a portion of the employee's health, dental, and vision insurance, matches up to 3% of employee's contribution toward their 403.b retirement account, and provides eleven paid holidays and three weeks of vacation per year.

After 6 months of employment, this position is eligible to enroll in the process to earn their Qualified Applicator Certificate (QAC) at the expense of Solano Land Trust.

Equity and Inclusion Statement

Solano Land Trust is an equal opportunity employer committed to providing equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, protected veteran status, or any other characteristic protected by applicable law.