



Job Description April 2026

Field Steward I

- Reports to the Stewardship Director
- 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

Field Steward I supports land management and facilities maintenance on all Solano Land Trust properties (totaling over 11,600 acres). This person helps to control weeds and maintain cattle and irrigation water infrastructure, trails and other public access facilities, and equipment. The Field Steward interacts with the public, supports use of all facilities by user groups, visiting scientists, and the general public, and may lead or supervise temporary employees, volunteers, and contractors.

The Field Steward I is accountable for delivering the following results:

- Assignments that are completed in an efficient, professional, and timely manner.
- Facilities that meet maintenance and safety standards.
- Logs, timesheets, records and other tracking forms that are accurate, complete, and up to date.

Specific Responsibilities

Support landscape and habitat maintenance on Solano Land Trust lands. This includes weed control and habitat restoration, and maintenance of fences, gates, barns, and other livestock-related facilities, trails, signs and kiosks, and ranch roads.

Support facilities maintenance including support of development and implementation of maintenance schedules to support an off-grid electrical system, public water system, and septic system. Maintain and build/repair stock water and irrigation systems, including windmills, electric and solar pumps, storage tanks, piping, and troughs. Maintain vehicles and equipment, including hand and power tools, vehicles, trailers, other equipment, the corporate yard, and tool shed.

Support events and activities as requested and engage with and provide support to visitors.

Position Requirements

Required Skills/Education and Physical Requirements:

- High school diploma or GED, plus two years related work experience in conservation, land management, or agriculture (Associates Degree or Trade School certification in a relevant field may substitute for one year of experience).
- California Class C driver's license.
- Strong and reliable work ethic. Ability to rigidly adhere to maintenance and management schedules.
- 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.
- Willingness to work with chemical herbicides with appropriate training and protective gear.
- 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 do physical work related to various maintenance and fieldwork activities including lifting and carrying tools and heavy (60-100 pounds) field equipment.

Preferred Skills / Knowledge:

- Experience operating All Terrain Vehicles over hilly terrain.
- Experience managing small construction projects.
- Experience with trail construction.
- Experience with chemical herbicides and associated equipment.
- Interest or knowledge in learning to identify plants and animals.
- 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.