



## Tejon Ranch Conservancy

P.O. Box 216  
Frazier Park, CA 93225

[www.tejonconservancy.org](http://www.tejonconservancy.org)

### *Position Description*

## Biologist

The Tejon Ranch Conservancy (Conservancy) is a nonprofit land conservancy responsible for overseeing protection and stewardship of up to 240,000 acres of conserved lands on Tejon Ranch, and possibly more in the Tehachapi Range. The Tejon Ranch is the largest contiguous private land holding in California and is located at the intersection of the Sierra Nevada, Mojave Desert, Southern Coast, and Central Valley ecoregions of California. The Conservancy's mission is to protect, restore and enhance the native biodiversity and ecosystem values of the Tejon Ranch and Tehachapi Range for the benefit of California's future generations. Conservation and stewardship at Tejon Ranch is guided by the Tejon Ranch Conservation and Land Use Agreement and requires coordinating with the Tejon Ranch Company (TRC) – the fee-title owner of the Ranch. The successful applicant must be flexible to work on multiple related tasks and have the ability to work independently. The Biologist will report to and work closely with the Conservation Science Director of the Conservancy to build and implement an exemplary science and stewardship program. More information about the Conservancy can be found at: [www.tejonconservancy.org](http://www.tejonconservancy.org).

### Core Functions

The Biologist will assist the Conservation Science Director with developing and implementing all aspects of the Conservancy's Science Program. The Conservancy's Science Program will initially focus on the conserved lands on Tejon Ranch but will ultimately consider conservation activities in the greater Tehachapi region. The Biologist will: (1) work with the Conservation Science Director and Conservancy partners to develop and implement the natural resources science and stewardship activities for Tejon Ranch conservation lands, (2) monitor compliance with the terms of conservation easements over Tejon Ranch, (3) coordinate with TRC on its ongoing land use activities within the context of the Tejon Ranch Conservation and Land Use Agreement and applicable conservation easements, and (4) serve as a Conservancy leader and spokesperson to the public and other Conservancy guests during public access and education activities sponsored by the Conservancy. Working closely with the Conservation Science Director, specific responsibilities of the Biologist include:

1. Developing and implementing the Conservancy's science and stewardship mission via a Ranch-wide Management Plan (RWMP) for conserved lands, which includes:
  - Inventorying and monitoring natural systems and specific species to inform and prioritize development of adaptive management strategies for the RWMP.
  - Developing and implementing Best Management Practices (BMP) for TRC reserved rights to maintain, enhance, and restore conservation values of the conserved lands.

- Designing and implementing management, enhancement, and restoration projects for habitats and the species they support.
  - Developing a sound science-based RWMP.
  - Analysis and reporting of monitoring and management results, and applying this information to adaptive management programs, recreation, and TRC activities.
  - Maintaining Conservancy databases.
  - Supporting the development and implementation of public access, outreach, and education programs on the Ranch.
  - Supervising activities of contractors, interns, citizen scientists, and other field crews.
2. Designing and implementing compliance monitoring on the various Conservation Easement areas overseen by the Conservancy, and preparing annual monitoring reports.
  3. Coordinating with the TRC as fee-holder on ongoing or proposed land use activities contemplated by the Tejon Ranch Conservation and Land Use Agreement.
    - Support work on the proposed Pacific Crest Trail (PCT) alignment and the terms of conservation and management agreement for the PCT, in association with the U.S. Forest Service and Pacific Crest Trail Association.
    - Support planning for a potential California State Park unit on Tejon Ranch.
    - Support the establishment of a potential University of California Natural Reserve facility, and developing a Memorandum of Agreement establishing the relationship between TRC, the Conservancy, and the UC Natural Reserve System.
  4. Communicating and collaborating with science organizations, other public resource managers and regulators, private conservation groups, and the general public.
    - Assist in developing collaborative conservation programs with conservation partners (e.g., academic institutions, Audubon California, Western Field Ornithologists, California Native Plant Society, North American Field Herping Association, etc.) on conservation lands.
    - Represent the Conservancy at scientific and land management conferences, publish technical papers and journal articles, and provide presentations and lectures to stakeholders, donors, and local citizen groups.

## Desired Knowledge/Skills

- Minimum of Masters degree, or equivalent experience, in a natural resources field, such as conservation biology, landscape ecology, ecosystem restoration, or natural resources management. Preference will be given to applicants with demonstrated experience developing and implementing science-based monitoring, stewardship, and/or conservation projects.
- Ability to design and implement ecological field studies and monitoring programs, including data management and analysis, with a strong understanding of conservation biology and land management issues.
- Experience with the natural resources in the Tejon Ranch region, including field identification skills for relevant taxa.
- Experience with Geographic Information Systems, databases, statistical packages, and Microsoft Office applications.

- Excellent verbal and written communication skills, as well as outstanding interpersonal skills and enthusiasm.
- Must be able to work efficiently and independently, but closely coordinate with the Conservation Science Director and other Conservancy staff.
- Ability to communicate effectively with people of different backgrounds, including Ranch managers, developers, resource and regulatory agency staff, funders, scientists and technicians, numerous partners, environmental activists, and the general public.
- The position requires occasional physical exertion or strain, occasional exposure to disagreeable elements, frequently working alone in the field, and long days.
- Willingness to work long hours with an unpredictable schedule, including weekends.

## Compensation

The salary for this position is commensurate with experience. The Tejon Ranch Conservancy offers an excellent benefits package, including health, vision, and dental insurance; life and disability insurance; and 401(k) retirement program. The Tejon Ranch Conservancy is an equal opportunity employer.

## Applying

The application period for this position will remain open until filled. To apply, submit CV, cover letter, and the names/contact information of three references to:

Dr. Michael White  
Conservation Science Director  
Tejon Ranch Conservancy  
P.O. Box 216  
Frazier Park, CA 93225  
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