



Land Stewardship Associate Fellowship 2020-2021

Organizational Overview

The mission of the [Aldo Leopold Foundation](#) is to foster the *land ethic* through the legacy of [Aldo Leopold](#). Based in Baraboo, Wisconsin, we manage, interpret, and preserve the renowned [Leopold Shack and Farm](#) (a National Historic Landmark), which receives thousands of visitors each year. Our care of this special place continues the Leopold family tradition while demonstrating on-the-ground conservation relevance for the 21st Century. Offsite, too, we reach regional, domestic, and international audiences through a variety of education and land stewardship programs. We impart Leopold's land ethic as described in [A Sand County Almanac](#)—the book for which Leopold is most widely known—actively engaging educators, citizens, natural resource professionals, and landowners to improve land health in their own communities.

The Aldo Leopold Foundation headquarters is in an idyllic setting surrounded by 600 acres of foundation-owned property and an additional 16,000 acres managed collaboratively among public and private landowners as an [Important Bird Area \(IBA\)](#). The [Leopold Center](#), constructed in 2007, is a LEED Certified Platinum "green" building that is home to the foundation's office space and visitor center.

Future Leaders Program Overview

Leadership in conservation is a critical piece to solving the ongoing and emerging environmental issues of today. The Aldo Leopold Foundation's [Future Leaders Program](#) is designed to provide individuals who have recently completed their undergraduate degree the opportunity to gain experience and grow in seven core areas: conservation leadership, finance and fundraising, applied science and natural history, partnership building, strategic planning, communication, and land ethics. Each of these areas is addressed through a professional development series and applied on-the-job experiences that allow for exploration of each topic and time for each fellow to practice and apply these key elements of leadership. Fellows specialize within one of two program areas, Education & Communication or Land Stewardship, but receive exposure to other program areas and organization-wide efforts.

Position Impact Statement

The Land Stewardship Fellows assist with a wide variety of land management and monitoring activities on foundation property and across the Leopold-Pine Island Important Bird Area. In addition, Land Stewardship Fellows participate in an array of on-site programming, creating opportunities for audiences to join the foundation in its work to advance a land ethic and land health locally and globally.

Position Summary

The Land Stewardship Fellowship is a unique opportunity to challenge and enhance your natural resource background through the legacy of Aldo Leopold. Working side-by-side with experienced staff, fellows will assist with management activities on the foundation's 2,000-acre property. Surrounding Aldo Leopold's famous Shack, the property has both restored and remnant native Wisconsin habitat ranging from prairies to floodplain forests to sedge meadows to oak savannas. This diverse outdoor classroom provides opportunities to learn first-hand about native plant communities, identify threats to native landscapes, and gain effective tools and strategies to efficiently manage a number of diverse ecosystems. As seasons change, management focuses on different activities including invasive species control, prescribed burning, monitoring, prairie planting, and more.

Fellows will have the opportunity to interact with both a diverse range of conservation professionals and the Leopold family, who play active roles in guiding and executing the foundation's mission.

Essential Duties and Responsibilities

- Assist with land management activities on the Leopold-Pine Island Important Bird Area. This includes but is not limited to prescribed fire, herbaceous and woody invasive species treatment, timber stand improvement, prairie planting and establishment, brush management, plant identification, mowing etc.
- Document management activities in summary reports, grant tracking documents, etc.
- Maintain ALF equipment and vehicles. Includes routine maintenance, shop organization, equipment repair, etc.
- Attend professional development trainings focusing on the seven core areas of the Future Leaders Program outlined above. These trainings will constitute approximately 20% of the total fellowship hours.
- Provide support and logistics for on-site programming including crane congregation tours, property tours for outside groups, Shack tours, educational programming, front desk staffing, etc.
- Become familiar with the life and work of Aldo Leopold and his family. Explore your own connection to and understanding of land ethics.
- Become familiar with the work of all foundation staff and how each member contributes to the mission.
- Other tasks as assigned.

Qualifications Summary

The Aldo Leopold Foundation seeks applicants who have recently completed their bachelor's degree in environmental studies, environmental sciences, or a natural resources-related field. Fellows must be prepared for physically demanding work in a variety of conditions including extreme heat and cold, standing high water, and exposure to ticks and mosquitoes. Applicants should have an interest in and passion for learning about the complex and interdependent world of conservation. The ideal candidate will have demonstrated leadership skills and be adaptable, energetic, and eager to learn. All applicants must be eligible to work in the United States at the time they apply and have a valid driver's license. **Fellows must commit full-time for the entire 12-month program.**

Fellowship Term, Schedule, and Compensation

This is a limited-term, fulltime, non-exempt position. The fellowship will begin on Monday, June 8, 2020, and run through May 29, 2021. Fellows' hours will vary depending on the season and management activity. Most weeks will consist of 40 work hours across 5 workdays, from 8 am to 4 pm. During some seasons, longer days will be expected, with time off later in the week. The Land Stewardship Fellows will be paid \$9/hour and receive 10 days of paid leave. Housing is provided on campus in the [Future Leaders Center](#).

Approximate Hiring Timeline

Applications Due: February 15, 2020

Phone Interviews February 24-28, 2020

Fellowship Start Date: June 8, 2020

Application Procedure

Please send the following application materials to Alanna Koshollek, Evaluation Coordinator (alanna@aldoleopold.org) by February 15, 2020. Please use the subject line: "Fellowship_YourLastName".

1. **A one-page cover letter**
2. **A resume (no more than two pages)**
3. **300-500 word response to the following prompt:**

In the spirit of interdisciplinary conservation, Land Stewardship Fellows will be provided with opportunities to experience tasks historically conducted by [Education & Communication Fellows](#) and vice versa. What education and communication skills do you hope to develop during the fellowship? How will they contribute to your future success in the conservation field?

4. **Applicants must also have two academic and/or professional references complete the Fellowship Reference Form located [here](#) by February 15, 2020. Direct link: www.aldoleopold.org/2020-fellowship-reference**

The Aldo Leopold Foundation is an equal opportunity employer and recognizes that just as a healthy ecosystem depends on biodiversity, a healthy human society depends on cultural and social diversity. We are committed to expanding the conversation on land ethics by acting to achieve a rich diversity of staff, board, volunteers, members, supporters, and those we seek to engage with our programming. We encourage applicants to address this foundation goal in their application materials.