

Oregon Stewardship Assistant

Who We Are:

The Nature Conservancy's mission is to protect the lands and waters upon which all life depends. As a science-based organization, we create innovative, on-the-ground solutions to our world's toughest challenges so that we can create a world in which people and nature thrive. We're rooted in our Mission and guided by our Values, which includes a [Commitment to Diversity](#) and Respect for People, Communities, and Cultures. Whether it's career development, flexible schedules, or a rewarding mission, there's lots of reasons to love life #insideTNC. Want a better insight to TNC? Check out our [TNC Talent playlist on YouTube](#) or on [Glassdoor](#).

Our goal is to cultivate an inclusive work environment so that all our colleagues around the globe feel a sense of belonging, and that their unique contributions to our mission are valued. We know we'll only achieve our Mission by hiring and engaging a diverse workforce that reflects the communities in which we work. In addition to the requirements in our postings, we recognize that people come with talent and experiences outside of a job. Diversity of experience and skills combined with passion is a key to innovation and a culture of inclusion! Please apply – we'd love to hear from you. To quote myriad TNC staff members, "You'll join for our mission, and you'll stay for our people."

What We Can Achieve Together:

The Oregon stewardship assistant is an entry-level, seasonal position starting March 24th, 2025, and ending September 19th, 2025. The stewardship assistant will spend time in multiple Oregon geographies as a team member that performs operations, maintenance, and monitoring of two important conservation sites in Oregon. At both locations, they will conduct general preserve stewardship duties supporting priority projects while developing their conservation and stewardship skills.

During the stewardship assistant's term, they will work under the supervision of an experienced steward performing field tasks such as fence and infrastructure maintenance, invasive plant monitoring and control (including herbicide use), vegetation monitoring, wildlife surveys, prescribed fire burn unit preparation, trail work, and data collection. The stewardship assistant will also assist with site, equipment, and facilities maintenance, and repair. They will maintain and preserve records using a computer, or mobile devices. The stewardship assistant will work in the field and office alongside TNC staff, partners, and volunteers, including youth volunteers, and independently. They may interact with visitors from the public hiking on the trail and enforce preserve use guidelines. Will work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances, and requiring considerable physical exertion.

Columbia Basin Program

From March 24th to June 22nd, 2025, the stewardship assistant performs and participates in preserve operations, maintenance, and monitoring primarily at the [Boardman Conservation Area](#) (BCA) near Boardman, Oregon. The BCA is a 23,000-acre grassland and shrub-steppe property managed by TNC to

provide habitat for sensitive species. The primary objective at the BCA is to protect and improve native plant communities and their associated wildlife species. The stewardship assistant will conduct stewardship duties at the BCA as well as other preserves in north-central Oregon. The position requires living in shared housing, provided free of charge by TNC in Lone, a small rural town.

Oregon Coast Preserves

From June 23rd to September 19th, 2025, the stewardship assistant performs and participates in preserve operations, maintenance, and management at three preserves on the Oregon Coast. The primary duties will occur in the field at [Cascade Head Preserve](#), a coastal grassland ecosystem supporting native and rare species near Lincoln City, Oregon. Access to work sites on that Preserve involves a moderately strenuous 4-mile round trip hike with 600 ft of elevation gain at a minimum. Projects will also occur at other conservation sites on the coast. TNC's preserves in these locations include a high-quality tidal marsh at [Cox Island](#) and [estuarine sites](#) around Tillamook that have recently been restored to forested tidal wetlands. The position will be based in Lincoln City, a small beach town. Support with shared housing opportunities may be available.

We're Looking for You:

Are you looking for a career to help people and nature? Do you enjoy working with a diverse team? Would you like to gain land stewardship and conservation skills? We're looking for someone who is passionate and motivated to make a positive difference for Oregon's vital habitats. Come join TNC in Oregon and apply today!

What You'll Bring:

- High school diploma or GED and 1-year related training, work or volunteer experience in outdoor field work, land management, environmental education, public outreach, or related fields or equivalent combination of education and experience.
- Experience recognizing plants and/or animals.
- Experience following instructions from colleagues/coworkers/team members.
- Experience conducting physical labor with various types of hand and power tools.

DESIRED QUALIFICATIONS

- Lived experience working with Indigenous communities, multi-lingual skills, and multi-cultural or cross-cultural experience appreciated.
- Experience working with or knowledge of natural systems.

What We Bring:

Since 1951, The Nature Conservancy has been doing work you can believe in protecting the lands and waters that all life depends on. Through grassroots action, TNC has grown to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than 1 million members, over 400 scientists, and the dedicated efforts of our diverse staff, we impact conservation throughout the world!

The Nature Conservancy offers a competitive, comprehensive benefits package including health care benefits, flexible spending accounts, 401(k) plan including employer match, parental leave, accrued paid time off, life insurance, disability coverage, employee assistance program, other life and work wellbeing benefits. Learn more about our benefits at in the [Culture Tab](#) on nature.org/careers.

We're proud to offer a work-environment that is supportive of the health, wellbeing, and flexibility needs of the people we employ!

This description is not designed to be a complete list of all duties and responsibilities required for this job.

Salary Information:

The starting pay range for a candidate selected for this position is generally within the range of \$20.50 – 22.50 / hour. This range only applies to candidates whose country of employment is the USA. Where a successful candidate's actual pay will fall within this range will be based on a variety of factors, including, for example, the candidate's location, qualifications, specific skills, and experience. Please note countries outside the USA would have a different pay range in the local currency based on the local labor market, and not tied to USA pay or ranges. Your geographic location will be confirmed during the recruitment.

How To Apply:

To apply for job ID **56059**, submit your materials online by using the Apply Now button at <https://careers.nature.org/>. The application deadline is 1/21/25 at 8:59 PM PST. Need help applying? Visit our [recruitment](#) page or contact applyhelp@tnc.org.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs and culture. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.

TNC is committed to offering accommodations for qualified individuals with disabilities and disabled veterans in our job application process. If you need assistance or an accommodation due to a disability, please send a note to applyhelp@tnc.org with Request for Accommodation in the subject line.

Our Competencies:

BUILDS RELATIONSHIPS	Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.
COLLABORATION & TEAMWORK	Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.
COMMUNICATES AUTHENTICALLY	Communicates proactively and in a timely manner to share information, address important issues, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.
DEVELOPS OTHERS	Takes ownership to help develop others' skills, behaviors, and mindsets to help them strengthen their workplace contributions.
DRIVES FOR RESULTS	Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.
LEVERAGES DIFFERENCE	Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.
SYSTEMS LEADERSHIP	Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.

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