



# Land Stewardship Associate Fellowship 2021-2022

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## 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 a bachelor's 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. Fellows will also 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.

## 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 effectively 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.

## 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 a 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.**

The Aldo Leopold Foundation 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.**

## Fellowship Term, Schedule, and Compensation

This is a limited-term, full-time, hourly non-exempt position. The fellowship will begin on Tuesday June 8<sup>th</sup>, 2021 and run through May 21, 2022. Fellows will move into the Future Leaders Center on Monday June 7<sup>th</sup>, 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 \$10/hour and receive 80 hours of vacation, 48 hours of sick leave, and 48 hours of floating holiday. Housing is provided on campus in the [Future Leaders Center](#).

## Approximate Hiring Timeline

Applications Due: Sunday March 14th, 2021

Phone Interviews: March 18- 26<sup>th</sup>, 2021

Fellowship Start Date: June 8, 2021

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## Application Procedure

Please send the following application materials to Mitchell Groenhof ([mitchell@aldoleopold.org](mailto:mitchell@aldoleopold.org)) AND Alanna Koshollek, Evaluation Coordinator ([alanna@aldoleopold.org](mailto:alanna@aldoleopold.org)) by Sunday March 14th, 2021. The application materials MUST be combined as a single PDF. Failure to do so could result in disqualification. Please use the subject line: "Fellowship2021\_YourLastName".

- 1. A one-page cover letter**
- 2. A resume (no more than two pages)**
- 3. 300-500 word response to the following prompt:**  
Describe how you see a land ethic being relevant to issues and opportunities we face in natural and human communities in 2021.
- 4. Applicants must also have two academic and/or professional references to complete the Fellowship Reference Form located [here](#) by March 14th, 2021. Direct link:**  
[www.aldoleopold.org/2021-fellowship-reference](http://www.aldoleopold.org/2021-fellowship-reference)

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