



Job Title: Conservation and Stewardship Specialist

Organization Overview:

Founded in 1990, the Lower Shore Land Trust is a private 501 (c)3 non-profit organization based on the Eastern Shore of Maryland dedicated to protecting and restoring natural resources, wildlife habitat, and working lands to support and connect healthy and vibrant communities. To date, Lower Shore Land Trust holds over 140 conservation easements on more than 25,000 acres. The Lower Shore Land Trust Conservation and Stewardship Specialist will work with LSLT program staff on activities and outreach associated with conservation, stewardship, and restoration.

Job Description:

The Conservation and Stewardship Specialist will predominately work on the Roots for Resilience Project in partnership with Maryland Department of Natural Resources, Audubon, and the Eastern Shore Land Conservancy. They will conduct outreach to private landowners, staff educational outreach events, and work collaboratively to create 75 resilience plans for conservation easement properties. They will manage projects from the beginning stages through implementation. The Conservation and Stewardship Specialist will also work to strengthen existing program areas and expand opportunities.

Responsibilities:

Roots for Resilience Conservation Plans, Easement Stewardship, and Natural Resource Restoration

- Conduct outreach to Priority Landowners via mail, phone, in-person outreach, and events
- Participate in meetings and maintain communication with project partners
- Due diligence for resilience plans and individual meetings with landowners
- Assist in the production of 75 resilience plans
- Assist in identifying priority projects for potential implementation



Other Essential Duties:

- Support Stewardship activities such as monitoring visits, report writing, and landowner meetings
- Assist in Restoration projects and programs including meadow and pollinator installations
- Assist in the creation of outreach materials
- Assist in easement acquisition including property visits, easement drafting and preparation, and contract management
- Other duties as assigned

Position Requirements and Preferences:

- Bachelor's degree in environmental planning, landscape architecture, natural resources, environmental science or studies, or a related field
- 2 - 3+ years' experience in environmental field
- Basic knowledge of state and federal conservation programs
- Experience working with and building upon partnerships with non-profits, government organizations, volunteers, community organizations, residents, engineers or others
- Excellent written and verbal communication skills
- Experience with Microsoft Office, Google Workplace, Esri ArcGIS. Canva and FieldDoc is a plus
- Experience managing or working in grant-funded projects
- Knowledge of rural land uses and agricultural best management practices
- Ability to create site maps and site plans
- Knowledge of agricultural cost share programs
- Attention to detail, and ability to multi-task, strong organizational skills
- Familiarity with local ecosystems

Salary and Benefits:

The position is based in Snow Hill, MD. Job performance will be reviewed by the Executive Director and Executive Committee. The position includes paid vacations and holidays. Starting Salary range is \$48,000 - \$55,000 commensurate with experience. Highly qualified individuals may be eligible for a higher salary.



- **Benefits package:** We offer a benefits package that includes generous paid time off (vacation, sick and holiday), health insurance and retirement.

Working Conditions:

At the Lower Shore Land Trust, employees benefit from a progressive, people-centered workplace designed to support balance, flexibility, and professional growth. Rooted in a culture of trust and mutual respect, LSLT offers flexible scheduling within core business hours, the option to work remotely up to two days per week, and generous paid time off, including floating holidays and a summer break, to encourage rest and renewal. The organization demonstrates a strong commitment to equity, inclusion, and civility, providing a safe, harassment-free environment where all staff are empowered to contribute creatively and collaboratively. Comprehensive benefits, clear expectations, transparent communication practices, and an emphasis on professional development further reinforce LSLT as an employer that values well-being, autonomy, and shared purpose.

Benefits package for Full-Time Employees: The Lower Shore Land Trust offers a comprehensive and competitive benefits package designed to support the well-being of its employees. Full-time staff receive medical insurance with 100% of the employee premium covered under the LSLT-selected plan, as well as access to dental and vision coverage. LSLT also provides a SIMPLE IRA retirement plan with a 3% employer match and immediate vesting. Employees enjoy a generous paid time off program that includes 15–20 days of PTO annually (based on years of service), 3 floating holidays, and an extensive slate of paid holidays such as a full week in July and the period from December 24–31. Additional workplace flexibility is supported through remote work options, paid jury duty leave, military leave compliance, and the availability of unpaid personal leave under qualifying circumstances. Together, these benefits reflect LSLT’s commitment to supporting the health, stability, and work–life balance of its team

Start Date:

The successful candidate should be prepared to begin work Feb 15th or sooner.

To Apply:

Please send cover letter and resume to [LSLT’s Application Form](#)