



About Us

The Western New York Land Conservancy is a regional, non-profit land trust dedicated to permanently protecting land with significant conservation value for future generations. Our vision is a future where open spaces, working lands, wildlife habitats, and scenic landscapes are cherished and safeguarded as part of Western New York's natural heritage. To date, we have helped protect nearly 8,000 acres across the region. Learn more at www.wnylc.org.

Position Overview

Position Title: Restoration Ecologist

Reports To: Stewardship Director

Employment Type: Exempt, Full-Time

Location: Kenneglenn Office, Wales, NY (Hybrid)

Compensation Range: \$62,000-\$74,000

Start Time: As soon as possible

The Restoration Ecologist is responsible for developing, managing, and implementing ecological restoration projects across the Land Conservancy's nature preserves and conservation holdings. This role requires expertise in ecological restoration, WNY invasive species, project & grants management, ecological monitoring, and contractor oversight. The Restoration Ecologist will play a key role in shaping the long-term ecological health of the Land Conservancy's protected lands.

Key Responsibilities

- **Design and implement restoration projects** to enhance biodiversity and ecosystem function.
- **Develop Requests for Proposals (RFPs), solicit bids, and select contractors** for restoration projects.
- **Supervise contractors** performing restoration work to ensure compliance with project goals and timelines.
- **Write grant applications and assist with fundraising** to secure funding for restoration projects.
- **Conduct ecological monitoring and data collection** to assess project success and track long-term trends.
- **Collaborate with partners, agencies, and stakeholders** (e.g., State, Counties, other non-profits etc.) to align restoration efforts with broader conservation goals.
- **Prepare grant reports and documentation** for funded restoration initiatives.
- **Support conservation planning and land acquisition efforts**, including site evaluations and ecological assessments.

- **Engage in public outreach and education**, leading hikes, volunteer events, and community programs.
 - **Represent the Land Conservancy** at public events, committee meetings, and relevant conservation forums.
 - **Other duties as assigned**
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Preferred Qualifications

To ensure success in this role, the ideal candidate will have:

- **Education:** A bachelor's degree (required), with a Master's degree or PhD preferred in forest ecology, environmental science, conservation biology, natural resource management, or a related field.
- **Experience:** 5 years of experience in restoration ecology, invasive species work, or ecological project coordination.
- **Technical Skills:**
 - Strong knowledge of native plant communities, WNY invasive species management, and ecological restoration techniques.
 - Proficiency in GIS mapping, field data collection, and ecological monitoring protocols.
 - Experience with grant writing and reporting for conservation projects.
 - Applicator license desirable
- **Project Management Skills:**
 - Experience managing restoration projects from planning to implementation.
 - Ability to develop budgets, write management plans, and oversee contractors.
 - Strong organizational and time-management skills.
- **Fieldwork & Physical Requirements:**
 - Comfortable working alone outdoors in all seasons and terrains, often in remote areas
 - Capable of carrying field equipment (50 lbs), planting trees and shrubs, moving plantings, hiking long distances off trail, and performing hands-on restoration work such as invasive species removal and treatment.
- **Equipment & Safety:**
 - Experience with chainsaws, hand tools, and basic trail maintenance equipment (or willingness to learn).
 - A driver's license and reliable personal vehicle for travel throughout the eight counties of WNY.
 - A personal cell phone for fieldwork communication and navigation.
- **Communication & Collaboration:**
 - Strong verbal and written communication skills.
 - Ability to engage with landowners, volunteers, and conservation partners.
 - Interest in occasional public outreach and environmental education

Benefits

The Land Conservancy offers competitive and progressive benefits including but not limited to:

- Comprehensive health coverage
- Generous vacation time
- A 37.5-hour work week
- 401k retirement plan with up to 4% employer match
- Sabbatical leave every seven years of employment, earn up to a two-month paid sabbatical

This position offers a meaningful opportunity to contribute to the conservation and restoration of Western New York's most ecologically significant landscapes. If you have a passion for restoring natural habitats, engaging communities, and advancing conservation science, we encourage you to apply!

To Apply:

Please submit a single PDF that includes a cover letter, resume, and three references with "Restoration Ecologist" in the subject to jobs@wnylc.org. Applications are only accepted electronically. No phone calls, please. The WNY Land Conservancy is accepting applications until the position is filled.

The WNY Land Conservancy is an equal opportunity employer and is committed to enhancing diversity and inclusion in our organization and in land conservation. Multiple perspectives and experiences help strengthen our work as an organization and enhance our relevance throughout communities currently underrepresented in the land conservation sector. People of color, women, LGBTQIA+ individuals, and people with disabilities are encouraged to apply.