



Job Title: Seasonal River Steward

Supervisor: Stewardship Manager

Compensation: \$20/hr; plus mileage reimbursement @ \$0.70/mile following VRC reimbursement policy

Classification: Full Time / Seasonal

- 35-40 hrs/week
- Flexible 6-10 weeks; June-August/September

Work Location: Throughout Vermont

About Vermont River Conservancy (VRC)

Vermont River Conservancy is a vibrant and growing team of staff, board members, volunteers, and donors, all working together to protect special lands along Vermont's waterways. This is a fantastic opportunity to join a small but mighty (and growing!) team of conservation professionals working together to achieve our mission: to protect and restore rivers for people and wildlife. We embrace a diversified workforce and foster an inclusive, collaborative work culture.

Back in 1995, central Vermont volunteers founded VRC when they saw that more and more "no trespassing signs" were cutting communities off from their beloved rivers. Addressing this challenge head-on, VRC protects public access to popular swimming holes, fishing and boating accesses, gorges, and waterfalls, ultimately improving the lives of people who rely on Vermont rivers for recreation, hunting, and angling. Today, with more than a quarter century of experience protecting Vermont rivers, VRC continues its commitment to public access work while adding new conservation programs to protect floodplains and river corridors, and working with community leaders statewide to re-envision individual towns' and cities' relationship to local rivers.

Summary of Position

Vermont River Conservancy is seeking a friendly and knowledgeable individual who is able to represent VRC in a professional manner. Our ideal candidate is comfortable and excited to work outdoors in remote areas of Vermont, has experience with natural resource management, and has excellent navigation skills. The Seasonal River Steward will work closely with, and under the supervision of the Stewardship Manager. Primary responsibilities of the position include: (1) conducting annual monitoring of conservation easements and assisting with implementation of new remote monitoring software; (2) implementing site improvements to preserve ecological integrity and recreational access; (3) Engaging with the public to observe how visitors use natural areas, gather insights into visitor behavior, and promote a safe, enjoyable experience at multiple swimming holes.

Major Duties and Responsibilities

- Assist Stewardship Manager in conservation easement monitoring of VRC sites statewide. This includes outreach to landowners, recording photos and notes from each site visit, and conducting any necessary follow-up with landowners.
- Assist Stewardship Manager in implementing new remote monitoring software and uploading VRC's conservation portfolio to the platform.
- Work closely with VRC's Stewardship Manager to identify and implement site improvements that benefit recreational access and/or ecological integrity including installing kiosks, signage, and other infrastructure.



- Perform stewardship tasks such as trail and infrastructure maintenance, parking patrol, and litter control.
- Promote visitor safety, including referring visitors to safety signage to encourage safe swimming and paddling practices.
- Educate landowners and the public about the natural history, geology, and river ecology of rivers, helping to develop place-based relationships.
- Promote a Leave-No-Trace culture of responsible stewardship at swimming holes and river access sites.
- Throughout each project, share photos, maps, and stories with VRC staff that can be used for website, social media, email, and other communications.

Desired Qualifications:

- Ability to represent VRC in a clear, friendly and professional manner through excellent verbal and written communication.
- Ability to work independently, problem-solve on the fly, and contact supervisor immediately if questions arise.
- Ability to walk over rough and steep terrain, wade through slippery rivers, and work outside for up to 8 hours a day in variable weather conditions.
- Ability to pick up litter and carry up to 30 lbs.
- Commitment to diversity, equity, inclusion, and justice, particularly as it relates to conservation.
- Experience in natural resource management, ecology, recreation, conservation, or related fields.
- Excellent wayfinding and navigation skills. Ability to navigate remote areas with digital assistance.
- Access to a reliable vehicle for travel to and from remote sites throughout Vermont on a regular basis.
- Access to a reliable smartphone with a functioning camera for GPS navigation, field assessment, and documentation.

To Apply: Please send a cover letter and resume in .pdf format to Alaya Morning: vrc@vermontriverconservancy.org with the subject line: "Application for Seasonal River Steward". The position is open until filled, but Vermont River Conservancy will begin reviewing applications on June 1st.

Vermont River Conservancy is an equal opportunity employer and welcomes a diverse pool of candidates in this search.

For more information about Vermont River Conservancy, visit www.vermontriverconservancy.org.