



Royal River Conservation Trust

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RRCT STEWARDSHIP DIRECTOR FAQs August 2023

- *The professional challenge of administering 60 conservation easements should not be underestimated as a significant aspect of the job duties. RRCT's preserves have a mix of intensity of usage, with roughly twenty five miles of trail for which RRCT is the trail manager. Additional trails and responsibilities benefit from RRCT effort through highly varied partnerships.*
- *The position oversees various consultants and contractors for work to supplement staff expertise and staff capacity. No one person can execute all of RRCT's stewardship responsibilities without teamwork, support from co-workers and volunteers, and consulting and contracting support with oversight.*
- *Through RRCT's Trail Crew and Volunteer Trail Stewards program, RRCT has increased volunteer output for small trail projects and also engaged members toward broader organizational engagement.*
- *Stewardship Committee and other committee attendance includes daytime or evening commitments, depending upon shifting culture and schedules of committee members, communities, and staff.*
- *RRCT's relationships with municipalities, volunteer trail clubs, and state agency land managers are multifaceted with shifting opportunities.*
- *RRCT follows Land Trust Alliance standards and practices; RRCT is not yet seeking accreditation. Stewardship assignments include drafting needed accreditation policies and related documents.*
- *There is an opportunity to align the position with the Stewardship Director's goals of professional growth or diversity of experience. However, the core tasks of property management and conservation easement administration approach a full work week, year-round, especially as RRCT's portfolio of ownership grows.*
- *RRCT has not recently employed or engaged field interns or summer employees. The Stewardship Director position has opportunities or challenges to grow into*

a supervisory position, depending upon the candidate's and organization's ability to manage growth.

- *RRCT's approach to benefits is outlined in board-adopted policies published on its webpage (mission-vision page, below). Budgeted hourly wages are not-to-exceed \$27.16/hr for the Stewardship Director position. Current health care law and policy requires that employees either have health insurance from another source (spouse or family, eg), or alternately they must participate in RRCT's plan. RRCT's current plan is "bronze." More details upon request.*
- *Initial interviews will include a team of two or three board members or volunteers, along with RRCT Executive Director Alan Stearns.*
- *Initial interviews will be offered by phone, or in person, likely at RRCT's offices. RRCT does not plan to reimburse for travel to interviews. RRCT culture and dress is informal and outdoors.*
- *Informational links:*
 - *<https://rrct.org/learn-more-about-us/mission-vision/people-of-rrct/> This page includes recruiting information for the open position.*
 - *<https://rrct.org/learn-more-about-us/mission-vision/> This page includes HR and benefit policies, stewardship guiding documents, and more.*