

POSITION DESCRIPTION SENIOR LAND MANAGER

Job Title: Senior Land Manager
Reports to: Executive Director

Status: Exempt
Date Revised: April 2015

OVERVIEW

The Lynden Sculpture Garden offers a unique experience of art in nature through its collection of more than 50 monumental sculptures sited across 40 acres of park, pond and woodland. Located 11 miles north of downtown Milwaukee in the Village of River Hills, Lynden was the home of industrialist Harry Bradley and his wife, Peg Bradley. They purchased the house and grounds in 1927, retaining the Chicago landscape architects William Langford and Theodore Moreau to transform the flat farmland, with its small farmhouse and barn, into an area of sweeping lawns, ponds and rolling topography framed by a native woodland/savanna ecology. The lake and rustic bridge spanning the water were designed to match Harry Bradley's memories of the municipal grounds in Kansas City where he swam as a boy. In 1962, Peg Bradley began collecting the contemporary monumental sculptures that secured Lynden's international reputation. She collected actively until her death in 1978, often inviting artists to Lynden to site their works.

Prior to opening to the public in 2010, the house underwent a LEED certified renovation and a parking lot with pervious pavement and a rain garden replaced the extensive vegetable and flower gardens. Landscape management is now focused on improving Lynden's ecological performance without compromising the aesthetics of its historic landscape. This involves preserving the historic cultivated landscape (lawns, ponds, formal garden) using best management practices for long-term environmental sustainability, and restoring, sustaining and extending the natural areas (control of invasives, introduction of additional native species). Lynden is home to diverse wildlife, both resident and migratory. Because Lynden hosts a large collection of outdoor sculpture and functions as a laboratory for artists, educators and students, the Senior Land Manager will work closely with Lynden's facilities/conservation and education staff, and with artists.

The Lynden Sculpture Garden is an Equal Opportunity Employer (EOE) and offers an attractive salary and benefits package. Compensation will be commensurate with experience.

POSITION SUMMARY

The Senior Land Manager is responsible for developing, overseeing and implementing a comprehensive land management/landscaping program at the Lynden Sculpture Garden. S/he will be responsible for the stewardship of the property for educational, scientific, recreational and cultural purposes to benefit current and future generations. The Lynden Sculpture Garden has a small staff and a collaborative work environment. The Senior Land Manager reports to the Executive Director; supervises one staff member as well as interns, volunteers and contractors; and works closely with facilities and education staff to carry out responsibilities.

This is a full-time, year-round, hands-on position. The Senior Land Manager is responsible for overseeing and implementing the management of the landscaped and natural areas, including the ponds and woodlands, and ensuring that these efforts support Lynden Sculpture Garden programming, community use of spaces, and habitat restoration goals. The Senior Land Manager will also assist with daily operations of the Lynden Sculpture Garden as needed.

DUTIES & RESPONSIBILITIES

Land Stewardship & Grounds Management

- Formulates, oversees and implements short-term and long-term management/restoration plans for the Lynden Sculpture Garden
- Works with staff, contractors and volunteers to implement the organization's goals for the natural and landscaped areas

- Removes invasive species, propagates and plants native species, maintains native areas and gardens
- Develops and implements, with necessary outside expertise, a new tree plan for the Lynden Sculpture Garden
- Manages Lynden's three ponds
- Manages wildlife within local, state and federal regulations
- Repairs and maintains tools and equipment
- Manages streaming of waste, recycling and composting
- Manages maintenance of grounds for public use, including removal of snow, trash and weeds
- Follows safety protocol for all procedures

Management

- Participates in short-term and long-range planning, establishing priorities for land stewardship, grounds management and improvements
- Oversees decisions to make the most effective and efficient use of skills, facilities and equipment available
- Assists in preparing the annual operating and capital budgets
- Shares the Lynden Sculpture Garden's mission and practices in various settings, including but not limited to conferences and workshops related to the field
- Maintains and develops partnerships and acts as liaison to conservation groups, local government, and neighbors
- Assists with fundraising efforts, including but not limited to reviewing draft grant proposals, creating reports and providing information about grant outcomes
- Assists, as needed, with daily operations and special projects

Supervisory & Staff Coordination

- Supervises assigned staff, interns, and volunteers; participates in hiring; conducts orientation and training
- Solicits bids and supervises contractors
- Oversees staff and their work, delegates responsibilities and manages their workload
- Mentors employees under supervision, encouraging their professional development
- Encourages, plans for and manages volunteer involvement in carrying out the land management work
- Coordinates with other departments of the Lynden Sculpture Garden; ensures open communication between staff and land management team
- Communicates and works closely with facilities/conservation staff
- Communicates and works closely with Executive Director on artist projects
- Communicates and works closely with education staff on their outdoor needs
- Communicates Lynden Sculpture Garden information to the general public
- Maintains records and documentation of projects and activities
- Writes occasional blog posts

WORK RELATIONSHIPS AND SCOPE

Work will involve interaction with staff, contractors and artists, as well as members of the public. Works cooperatively with land management team and staff from all departments. Communicates and works with stakeholders and vendors from government agencies, nonprofits and businesses.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Education/Training: BS or BA in natural sciences, botany, natural resources, land management or related field.

Experience: Minimum of five years experience working in a related field with some experience of aquatic and forest management. Knowledge of safety procedures is required.

Skills and Abilities:

- Extensive knowledge of Wisconsin native and non-native plant and animal species
- Strong commitment to conservation of Wisconsin biological diversity
- Knowledge of ecosystem concepts and processes, ecosystem succession
- Knowledge of restoration methods
- Knowledge of urban forestry management practices
- Knowledge of pond management
- Knowledge of local, state and federal regulations related to land management
- Self-directed, reliable and motivated
- Excellent organizational and time management skills
- Good problem solving skills and attention to detail
- Ability to work independently and with others, such as contractors, staff and volunteers
- Ability to train, motivate and supervise others
- Ability to repair and maintain tools and machines.
- Ability to maintain and repair fencing, outbuildings, and other outdoor structures
- Ability to maintain a safe, clean, and organized work space
- Excellent oral and written communication skills
- Familiarity with social media
- Valid driver's license and clean driving record required
- Valid herbicide applicator's license required
- Certification in first aid/CPR and chainsaw safety a plus
- Working knowledge of lawnmower, snow removal equipment, string trimmer, chainsaw, brush cutter, rototiller and other small machines
- Knowledge of safety procedures

WORKING CONDITIONS

Job Conditions/Work Location: A great deal of work is performed outdoors in all kinds of weather conditions and may involve potential exposure to hazards. Indoor work performed at desk in open office or in shared workshops. Must be able to work occasional weekends and evenings.

Physical Requirements: Endurance to work outdoors to perform tasks requiring physical exertion in all weather conditions; lift heavy objects up to 60 lbs; and properly use hand and power tools and equipment.

Equipment Used: Tractor, manual transmission trucks, golf cart, boat, lawnmower, lawn sweeper, brush cutter, chainsaw, rototiller, string trimmer, other small machines, herbicide sprayer, hand tools, computer, printer/copier.

Supervisory Responsibilities: Supervises Assistant Land Manager, interns and volunteers.

TO APPLY

Send cover letter, resume and contact information for three professional references (references will not be contacted without your knowledge) to Polly Morris at pmorris@lyndensculpturegarden.org with "Senior Land Manager" in the subject line. Position will remain open until filled.