



Job Posting: Stewardship Associate

January 2025

About BNRC

Berkshire Natural Resources Council (BNRC) is a nonprofit conservation organization in western Massachusetts that cares for the ancestral homelands of the Stockbridge-Munsee Band of Mohicans, who were forcibly displaced from the region by European colonization. As a land trust, BNRC conserves land and provides free access to the Berkshire outdoors at nature reserves across the region. Since 1967, BNRC has helped conserve more than 100,000 acres and now holds over 27,000 acres of land and conservation restrictions and manages more than 60 miles of trails.

Berkshire Natural Resources Council (BNRC) es una organización conservacionista sin ánimo de lucro del oeste de Massachusetts que cuida de las tierras ancestrales de la Banda Stockbridge-Munsee de Mohicanos, que fueron desplazados a la fuerza de la región por la colonización europea. Como fideicomiso de tierras, el BNRC conserva tierras y proporciona acceso gratuito a los espacios naturales de Berkshire en reservas naturales de toda la región. Desde 1967, el BNRC ha ayudado a conservar más de 100.000 acres y ahora posee más de 27.000 acres de tierra y restricciones de conservación y gestiona más de 60 millas de senderos. Aunque el trabajo que se describe a continuación se destaca completamente o casi completamente en inglés, BNRC agradece el interés de los candidatos bilingües que puedan ayudar a la organización a ser más inclusiva en su trabajo.

Description

BNRC is seeking a **Stewardship Associate** to join its Recreation and Access team, part of the Stewardship Department. The Stewardship Associate will support the management of BNRC's fee-owned reserves with improved public access. This position is primarily field based, involving regular travel to trailheads and properties throughout Berkshire County.

The Stewardship Associate will also provide support for other aspects of the stewardship department's work; interacting with visitors on BNRC's reserves, performing trail maintenance and construction, and participating in department planning. The Stewardship Associate will report to the Assistant Director of Stewardship, and will work closely with all members of the Stewardship Department.

This is a **full-time, year-round position** and is **eligible for overtime** in accordance with applicable law.

BNRC values open, candid, and respectful communication, and favors teamwork. The ideal candidate will be a motivated individual with a passion for BNRC's mission to provide high quality access, for all, to outdoor spaces in Berkshire County.

Responsibilities

- Serve as the primary staff for mowing and string-trimming trails, maintaining trailheads, and trash removal
- Perform routine property and infrastructure maintenance, including: assessing and maintaining fences, kiosks, signage, and other recreation infrastructure
- Provide leadership and support to seasonal trail crew on select projects
- Assist with maintaining BNRC's inventory of tools, equipment, and vehicles
- Follow safety guidelines and assist in maintaining a healthy and positive work environment
- Perform other duties as assigned by supervisor

Additional Responsibilities

- Interact with volunteers and assist with volunteer workdays and BNRC outreach events
- Assisting in the development of trail plans, infrastructure improvements, and scheduling field work
- Participate in BNRC staff meetings, committees, and broader workplace culture
- Assist with annual monitoring of BNRC reserves and conservation restrictions

Qualifications

The successful candidate may not meet every preferred qualification listed below. If you meet the required qualifications and believe that you can bring talent, passion, and enthusiastic problem solving to this role, please feel encouraged to apply.

Required Qualifications

- Possession of a valid driver's license with an insurable driving record
- Ability to work independently in natural areas and collaboratively with colleagues, volunteers, contractors, and landowners
- Ability to hike several miles in a day on uneven terrain while carrying tools or equipment
- Ability to safely lift, carry, and operate a chainsaw and other hand tools (training and certification provided by BNRC)
- Ability to work outdoors in variable weather conditions and under physically demanding circumstances

Preferred / Trainable Qualifications

- Experience using or maintaining hand tools, power tools, or landscaping equipment
- Experience with trail maintenance, conservation work, or outdoor recreation infrastructure

- Familiarity with basic carpentry tools and construction techniques
- Interest in developing skills related to land stewardship, trail construction, and public access

Compensation

- \$23-\$25 per hour, annualized to \$48,000- \$52,000

Benefits

- Medical, dental, and vision coverage
- Employer-paid life insurance and short/long-term disability insurance
- 401(k) with employer contribution
- Generous PTO and 13 paid holidays per year
- Travel and mileage reimbursement

Start Date

The deadline for applications is **February 2, 2026**. The ideal start date is **April 6, 2025**, with flexibility based on candidate availability.

To Apply

Email your resume to jobs@bnrc.org with “*Stewardship Associate*” in the subject line and tell us why you’re a great fit for this role.

We welcome applications from BIPOC, LGBTQ+, women, and veterans. BNRC is actively engaged in ensuring its properties are welcoming to all, and in increasing diversity, equity, and inclusion in all aspects of its work.

BNRC welcomes interest from bilingual candidates who can support the organization in being more inclusive in its work.

BNRC is an equal opportunity employer

BNRC does not discriminate on the basis of race, creed, color, ancestry, religion, national origin, sex, sexual orientation, gender identification and expression, age, physical or mental disability, marital status, genetic information, veteran status, being a member of the Reserves or National Guard, status as disabled or Vietnam Era veteran or status in any group protected against discrimination by federal, state, or local law.