

## **JOB TITLE: LAND STEWARD**

The Springfield Water and Sewer Commission (SWSC) is seeking a highly motivated and qualified candidate to work as a **Land Steward** at our West Parish Filters facility in Westfield, MA. The Land Steward reports to and assists the Water Resource Manager with on-the-ground management and monitoring of approximately 19,000 acres of Commission-owned water supply property within eight municipalities: Westfield, Russell, Granville, Tolland, Blandford, Otis, Ludlow, and Belchertown.

**About SWSC:** SWSC was established in 1996 as an independently operated and managed regional water and wastewater utility. SWSC employs approximately 250 people in roles ranging from engineering, laboratory, construction, union labor, customer service, and professional services, all of which serve 250,000 retail and wholesale customers in the lower Pioneer Valley through a regional water and wastewater infrastructure system. Governing oversight is provided by a three-member Board of Commissioners, appointed and approved by the Mayor of Springfield and City Council, with an executive director managing day-to-day operations. SWSC is not affiliated with any department of the City of Springfield and maintains its own budget, personnel, assets, policies, and procedures.

**Mission Statement:** SWSC's mission is to provide an uninterrupted, high-quality supply of water to our customers, to collect and treat wastewater, and return clean water to the environment.  
[www.waterandsewer.org](http://www.waterandsewer.org)

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include, but are not limited to the following:

- Carries out activities needed to achieve management goals, including but not limited to: road maintenance, ecological surveys (including invasive plants), property boundary markings and maintenance, addressing ATV and other land abuse, wetland protection, forest management, signage, and trash and debris clean-up.
- Ensures the Commission's compliance with all conservation restrictions held by state entities: Mass Wildlife and Massachusetts Department of Conservation and Recreation.
- Regularly monitors all Commission-owned and managed water supply property.
- Performs reconnaissance of beaver activity that may pose a risk to water quality; coordinates with relevant Boards of Health to obtain emergency trapping permits and with on-call trapper to remove beaver.
- Communicates with relevant local police departments, Massachusetts State Police, and Massachusetts Environmental Police concerning cases involving prohibited activities including trespassing, illegal dumping, ATV use, vandalism, or other issues.
- Monitors Commission-owned property for the presence of invasive species near culverts, gates, cellar holes, streams, wetlands, and powerline/utility rights-of-ways.
- Coordinates with Commission GIS department to ensure that all watershed infrastructure is survey-located and up-to-date in GIS.
- Utilizes Viewworks for the purposes of monitoring and maintaining watershed infrastructure consisting of roads, culverts, and gates.
- Educates, interprets, and informs visitors about the significance of source water protection for public drinking water supplies. Leads the *World is our Classroom* presentations for school groups on a regular basis.

- Assists in the development and implementation of relevant watershed planning documents such as source water protection plans, forest stewardship plans, land management plans, and beaver management plans.
- Regularly assesses needs, issues, and developments relating to land management and land use and makes recommendations to the Water Resources Manager.
- Regularly inspects all watershed roads and structures for damage, vandalism, or theft, and reports any issues.
- Ensures that all property boundaries are well marked, posted, and that postings are maintained in good condition. Annually checks signage pertaining to the Ludlow Reservoir Hunting and Safety Zone, preferably before the start of deer season.
- Provides support to forestry related activities as needed.
- Works and coordinates closely with other Commission staff as related to the need for watershed related maintenance work.
- May assist with water sampling and related activities.
- May assist and provide coordination and management of hunting on Commission land.
- Maintains good relationships with bordering property owners.
- Prepares and delivers presentations at public meetings before a variety of diverse groups.

KNOWLEDGE, SKILLS, AND ABILITIES include, but are not limited to the following:

- Knowledge of the principles, theories and practices of watershed management, source water protection, natural resource management, including wetlands, wildlife, forestry and ecology.
- Expertise in Geographic Information Systems and working knowledge of global positioning system tools.
- Ability to identify native and non-native, invasive vegetation, especially woody trees and shrubs.
- Ability to navigate off trail, in the forest, and to work outside for long hours on uneven terrain in all four seasons. Most of the work performed is in an outdoor setting.
- Ability to work independently and as a team member with a wide variety of people.
- Ability to communicate effectively in writing and orally.
- Ability to perform general math analysis calculations, such as addition, subtraction, multiplication, division and percentages.
- Knowledge and ability to operate a chainsaw and hand tools safely.

#### EDUCATION AND EXPERIENCE

- Bachelor's degree in natural resource management, environmental science, or related subject-matter field.
- Knowledge of and interest in environmental stewardship, land management, and forestry techniques.
- Ability to identify native and invasive plants, trees and wildlife.
- Good organizational skills. Previous experience as a land steward or ranger is desirable.
- Must possess and maintain a valid Driver's License.

Qualified candidates should send their **resume, cover letter and salary requirements** to [Stephanie.douglass@waterandsewer.org](mailto:Stephanie.douglass@waterandsewer.org).