



JOB ANNOUNCEMENT: Land & Facilities Manager

California Waterfowl Association

Full-time • \$35–\$50/hr (DOE)

Come join a robust non-profit organization that has accomplished nothing less than the extraordinary for waterfowl and wetlands in California, fueled by the passion of its dedicated staff, volunteers and members. As a community of hunter-conservationists, we are committed to supporting hunting and conservation in California through advocacy, education and habitat stewardship. We've hatched over 1,000,000 wood ducks, conserved hundreds of thousands of acres of wetlands, delivered unforgettable outdoor experiences to thousands of veterans, women and children, and so much more.

California Waterfowl Association (CWA) is looking for a hands-on, highly skilled **Land & Facilities Manager** to help steward more than **5,000 acres** of CWA-owned and managed habitat across California. If you're the kind of person who can run a tractor, fix a pump, wrangle a task list, supervise seasonal staff, and still remember where you set down your wrench—this gig might be right up your alley.

This role is essential to keeping CWA properties safe, functional, and successful for habitat conservation, waterfowl management, and the people who rely on them.

What You'll Do

The Land & Facilities Manager oversees a wide range of land management and facility operations across multiple CWA properties. Regular tasks include:

- Operating tractors for mowing, disking, grading, and other habitat work
- Transporting, maintaining, and repairing equipment (tractors, implements, boats, ATVs, trailers, power tools, etc.)
- Mixing and applying herbicides
- Performing facility maintenance and repairs
- Supporting safe work practices and assisting with safety training

- Handling landscape maintenance and janitorial tasks
- Managing wetland water levels, including lift pump operation and maintenance
- Conducting vegetation surveys
- Preparing and submitting annual inspection reports
- Tracking costs, assisting with budgets, and managing schedules
- Overseeing seasonal employees during summer and fall work seasons
- Documenting all land management actions
- Coordinating site activities with tenants
- Identifying outside contractors when specialized work is required

You'll work closely with CWA's VP of Conservation Programs and key Decision Makers (DMs) who guide habitat and facility goals. They'll provide the "what" — you'll handle the "how," building schedules, maintaining equipment, and ensuring field crews have what they need to get the work done safely and efficiently.

Required Skills

- Ability to work collaboratively with multiple staff, departments, and tenants in a fast-moving environment
- Strong problem-solving and critical-thinking skills
- Excellent organizational habits — from daily tasks to long-range priorities
- Comfort using project management tools (CWA uses Monday.com)
- High personal initiative, especially in equipment, safety, and facility upkeep

Job Requirements

- Ability to work independently in remote areas
- Occasional multi-day travel to CWA properties

Minimum Qualifications

- Experience operating and maintaining tractors, excavators, backhoes, ATVs, and power tools

- Experience towing small and medium trailers
- Basic construction/repair skills: carpentry, plumbing, electrical
- Proficiency with basic office software (Outlook, Word, Excel, Google Calendar)
- California Boater Card

Preferred Qualifications

(Not required, but big bonuses if you've got them)

- California Commercial Driver License
- Qualified Applicator Certificate (or willing to obtain within 6 months)
- Hunting license (within 1 year)
- Waterfowl hunting experience
- Welding skills
- Wetland or habitat management experience
- Construction or project management background

Compensation

\$35–\$50 per hour, commensurate with experience.