



**MassLand E-News**  
**The Newsletter of the Massachusetts**  
**Land Conservation Community**

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## MASSLAND NEWS

### **1) MassLand hiring Coordinator**

Massachusetts Land Trust Coalition works to advance land protection in Massachusetts by providing education, tools, networking, and advocacy support for land trusts and their partners. We intend to hire a part-time (24 hours per week) coordinator to oversee and coordinate the essential functions of our operations, including the supervision of part-time employees as well as interacting with the Massachusetts land trust community. MLTC is a growing organization and for the right candidate, this position could offer the potential for growth and advancement. The position is ideally suited for an organized, detail-oriented, self-starter with strong interpersonal skills. The ability to prioritize assignments, write and communicate clearly, manage multiple tasks, and problem solve is essential. Experience in land conservation is strongly preferred. The job requires an individual who can work independently on a variety of tasks, but is also resourceful enough to seek out advice and support when needed. Experience with nonprofits, fundraising, office administration, Massachusetts land conservation, and event planning is a plus. Proficiency with Excel and Word (specifically mail merge) is essential; strong writing and verbal skills and a BA/BS are required. For more information, read the full posting [here](#), and submit applications to [info@massland.org](mailto:info@massland.org).

### **2) Young Land Professionals Summer Networking Event**

Calling all Massachusetts Young Land Professionals! Join us for a mid-summer YLP networking event on Spectacle Island in Boston Harbor on August 2nd from 2:15-6:00 PM. Explore the island with staff from the MA Department of Conservation and Recreation and the National Park Service to learn about the island's and park's history and current stewardship. Meet other YLPs from across the state, and join us for an optional brew at the Trillium Beer Garden back on the mainland. More details and event registration [here](#). Please note that the ferry to Spectacle Island costs \$19.95 for a round trip, and leaves promptly at 2:30.

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### **3) A Special Thank You to Kathy McGrath**

In appreciation for Kathy McGrath's many years of generous service to the Massachusetts Land Trust Coalition, the Board had a plaque and bench made in her honor, which currently sits on the front patio of the MassLand/Sudbury Valley Trustees

office in Sudbury, MA. The inscription reads: "In honor of Kathy McGrath for her dedication to the Massachusetts Land Trust Coalition". If you're in the area, please come enjoy some quiet moments on this special bench.

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#### **4) MassLand's New Webpage on Conservation Mapping Tools**

Check out MassLand's new webpage on Conservation Mapping Tools, which lists descriptions and unique features of four tools which can provide land trusts and individuals the means to identify, view and map key land conservation metrics in order to inform conservation decisions, prioritize sites for conservation, and understand the distribution of resources across the landscape. Accessible on the MassLand website [here](#).

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#### **5) Rich Hubbard's Retirement**

Former MLTC Board President Rich Hubbard recently retired as the Executive Director of the [Franklin Land Trust](#). After 14 years leading the FLT, Rich leaves an incredible legacy there by helping to protect 32,000 acres. Prior to that, he worked to protect agricultural lands statewide while heading up the state's Agricultural Preservation Restriction Program. The Franklin Land Trust has established The Richard K. Hubbard Farmland Fund in his honor. Fortunately, Rich will continue serving on the MLTC Board.

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#### **6) Massachusetts Record Keeping Initiative**

The Massachusetts Land Trust Coalition, in partnership with the Land Trust Alliance, has begun its Massachusetts Record Keeping Initiative, helping several smaller land trusts incorporate best practices of land trusts' record management, reducing costs, preserving records, and complying with applicable policies and procedures. The program will continue throughout the year, with results presented at the 2020 Massachusetts Land Conservation Conference.

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## **POLICY**

#### **7) Conservation Funding Considered in Budget Debates**

Consideration of conservation funding in the Massachusetts Legislature continues at press time, as the state's budget remains in a Conference Committee. Prospects within the budget look very good for increasing the Community Preservation Act (CPA) Trust Fund in the coming fiscal year, with a \$30 increase to most Registries of Deeds fees. This change is estimated to raise an additional \$36 million in revenue for the CPA Trust

Fund. While an increase in the Conservation Land Tax Credit (CLTC) remains in the budget debate, efforts of The Nature Conservancy (TNC) and many land trusts continue toward passage of free-standing CLTC bills ([S 1767](#) & [H 2522](#)) increasing the annual cap on the tax credit from \$2 million to \$5 million in the next 2.5 years. The increase is designed to reduce the backlog that currently frustrates or delays land conservation transactions which have been determined eligible for the tax credit but which remain in a queue for up to two years waiting for tax credit funds. In early July, TNC, Greenbelt, and Massland testified to the Joint Committee on Revenue reviewing these bills. TNC is circulating a sign-on letter for the CLTC bills, which is available [here](#).

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## **8) Presidential Budget Would Strip Land and Water Conservation Fund**

Sourced from The Hill, by Rebecca Beitsch, June 25, 2019

Despite recent bipartisan Congressional support, the Land and Water Conservation Fund (LWCF) is again being threatened. The Trump Administration's proposed budget would include a 105% cut to the LWCF, siphoning \$22 billion in funds for purposes different from those intended under the fund. Created in 1964, the LWCF protects land, water, and historical resources by helping states and local governments secure land for parks and wilderness areas. Under the proposed budget, the LWCF funds would be taken from efforts to purchase and protect new land, and would instead be reallocated to address maintenance backlogs at parks, caused by significant funding cuts to the National Park Service and other agencies. Read more [here](#), or learn about the LWCF at the Land and Water Conservation Fund Coalition's [website](#).

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## **9) Ongoing Review of Abusive Conservation Restriction Syndications**

The Land Trust Alliance continues to work with Congress to curtail abusive conservation easement syndications, in which a relatively small group of equity syndicators, appraisers, and attorneys market investments for which the primary returns are excessive tax deductions of a multiple of the taxpayer's investment. We are unaware of any such syndications involving land in Massachusetts, but the national abuses are a significant driver for the close review of all conservation restrictions by the IRS. A Congressional committee has just determined that passage of the Charitable Conservation Easement Program Integrity Act would save American taxpayers amounts estimated at almost \$6 billion for 2016 alone.

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## **NEWS**

## **10) Students Across Commonwealth Recognized for Outstanding Environmental Actions**

Sourced from WWLP.com, Friday June 21, 2019

Officials from the Executive Office of Energy and Environmental Affairs and the Department of Environmental Protection have recognized students from 72 schools for their environmental actions. Working as part of the Green Team Program, these students worked on environmental programs at their schools including expanding school recycling programs, starting school compost piles, reducing their school's carbon footprint, and increasing energy efficiency in their schools and communities. In the past year, more than 82,000 students at 322 schools joined the Green Team to learn about environmental stewardship and support sustainability in their schools and communities. Read the article [here](#). Teachers, parents, and students can learn more about the Green Team [here](#).

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### **11) Governor Baker Announces Municipal Vulnerability Preparedness Grant Recipients**

Sourced from MassLive, by Peter Goodman, June 21, 2019

Governor Baker announced Municipal Vulnerability Preparedness program grants totaling \$12 million. Awarded to communities across Massachusetts, funds from this program are used to improve community resilience and responses to climate change. Funded projects include floodplain restoration, constructing green infrastructure for storm water management, improving habitat for fisheries and flood control, and urban forestry. For more information and the full list of cities receiving grants, read [here](#).

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### **12) State Awards \$5 Million in MassTrails Grants**

Sourced from MA Executive Office and Energy and Environmental Affairs Press Release, June 26, 2019

71 projects will receive funds from the MassTrails Grant Program to provide assistance for the construction, maintenance, and improvement of trails across the state. Lieutenant Governor Karyn Polito announced that the 71 projects would receive a total of \$5 million. The funds will be used for trails with a variety of uses, including hiking trails, bikeways, and shared-use trails. The selected projects will use the funds for a range of purposes, including land surveys, trail design plans, hiring of trail staff, trail maintenance, and the creation of trail guides. Read the full press release [here](#).

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### **13) Charles River Receives B Grade from EPA**

Sourced from WCVB, by Isabel Gardner, June 12, 2019

The Charles River received a B level grade for water quality from the U.S. Environmental Protection Agency for 2018. This annual sampling measures the river's bacterial level, comparing it to national standards for boating and swimming. The B grade shows that 94% of samples met water quality standards for boating and 66% met standards for swimming. When the Charles River was first graded in 1995, it received a

D ranking. The current B grade highlights the work done by local, state, and federal agencies and nonprofits to aid the Charles by controlling stormwater runoff, enforcing water quality standards, replacing leaking sewer pipes, and limiting agricultural runoff. Read the article [here](#), or read the full EPA report [here](#).

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## **14) Sudbury Valley Trustees Announces Trail to Open this Fall**

Sourced from Patch.com, by Samantha Mercado, June 13, 2019

The Grand Opening of the Boroughs Loop Trail (BLT), a 33-mile trail in Marlborough, Northborough, Westborough, and Southborough, is scheduled for October 5th. The BLT links nearby trail systems and parks, including the Assabet River Rail Trail, the 60+ miles of trails at the Charm Bracelet, the 2,225 acres of conservation area at Great Crane Swamp, Felton Conservation Land, and Chestnut Hill Farm. The BLT was designed and constructed with help from Sudbury Valley Trustees, volunteers from local trail communities, Eagle Scouts, and members of the Carpenter's Union Local 336, among many other volunteers from the surrounding communities. Funding was provided through the State DCR Recreation Trails Grant Program, Marlborough Rotary Club, and the City of Marlborough Department of Public Works and Conservation Commission. For an article about the Boroughs Loop Trail read [here](#), and find a trail map and more information about the BLT and it's scheduled opening [here](#).

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## **15) Being Outdoors is Good for You**

Sourced from the New York Times, by Karsten Moran, June 13, 2019

An ever growing body of scientific and medical research continues to show that time spent outdoors, especially in green spaces, has clear medical benefits. Time spent outdoors can lower stress levels, decrease blood pressure and the risk of cardiovascular disease, boost mental health, and increase life expectancy. In an effort to better understand the effect of time outdoors on the body, researchers in England found that people should spend at least two hours outdoors a week. For more information, read the study in the journal Scientific Reports [here](#), or a summary NY Times article [here](#).

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## **16) Vernal Pool Survey**

The Massachusetts Society of Municipal Conservation Professionals and Vernal Pool Association are reaching out to conservation commissions and others regulating activity in and near vernal pools. To assess the need for a guidance document, they have released a survey assessing the general understanding of vernal pools and knowledge of vernal pool ecological roles and regulatory importance. To assist in the development of this guidance document, take the survey [here](#).

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## EVENTS

### **17) Picture This: Your Great Outdoors Photo Contest 2019-- Mass Audubon**

Submission Deadline: Monday September 30

Mass Audubon is seeking photos that highlight people outdoors and the natural beauty of Massachusetts for their annual photo contest. Photos are submitted as one of the following categories: people in nature, birds, mammals, other animals, landscapes, and plants and fungi. Photos must have been taken in Massachusetts. To submit photos or see previous winners, visit [here](#).

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## CONFERENCES

### **18) Rally 2019: The National Land Conservation Conference-- Land Trust Alliance**

October 17-19, 2019

Raleigh Convention Center, Raleigh, North Carolina

The Land Trust Alliance is hosting it's 32nd annual Rally: The National Land Conservation Conference. A gathering of nearly 2,000 land conservation practitioners, Rally is a training and networking conference that offers more than 130 education sessions, networking events, field trips, and exhibits. For a full list of events at Rally '19, visit [here](#). Early bird registration lasts until August 19 and is \$435 for land trust members and \$570 for the general public. For more information and to register, visit [here](#).

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### **19) Massachusetts Town Forest Conference**

Saturday, September 14, 8:30am-3:30pm

Sherborn, MA

This unique annual event promises to engage and foster partnerships between the diverse professionals and volunteers that play a collaborative role in the management of community forests, including foresters, planners, arborists, conservation commission members, land trusts, non-profit organizations, forest landowners, and many more. Co-hosted by the Town of Sherborn, MA Department of Conservation and Recreation, and USDA Forest Service, this day of forest and farm events will include guided hikes, bird of prey demonstrations, and educational events about forest management and wildlife habitat. Families and children are welcome, and a free lunch will be provided to everyone who registers. For more information and to register, visit [here](#). For more information on the history of Massachusetts' forests, read [here](#).

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### **20) ALPINE Annual Meeting-- Wildlands & Woodlands**



Friday October 11, 9:00am-4:00pm  
UMass Amherst

The Academics for Land Protection in New England (ALPINE) 2019 Annual Meeting will be held at UMass Amherst in October. This day-long meeting is an opportunity for participants to discuss various topics relevant to the advancement of land protection efforts in New England. Discussion topics include the permanent protection of academic lands, how to connect students with land trusts and other conservation practitioners, new research and curriculum resources in land conservation, and how to educate and train the next generation of conservation professionals. The ALPINE Annual Meeting will take place from 9:00am to 1:00pm with lunch included. The meeting will be followed by the Charles W. Foster Award Reception from 2:00pm to 4:00pm. For more information read [here](#), and register [here](#).

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## WORKSHOPS AND TRAININGS

### **21) Conservation Restriction Monitoring Workshop-- Massachusetts Association of Conservation Commissions**

Wednesday July 17, 9:00am-12:00pm

Great Meadows National Wildlife Refuge, Sudbury MA

This class will cover the basics of monitoring conservation restrictions, including general philosophy, fieldwork, landowner relations, and how to document potential violations. This is a great class if attendees are looking to start managing their conservation restrictions or if they are looking for a general refresher. An emphasis will be made to provide practical examples to help get conservation restriction stewardship programs off the ground. There will be a short field portion to the workshop, so please dress appropriately. Cost is \$55 for members and \$75 for non-members. For more information and to register, visit [here](#).

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### **22) Understanding the Process of Trail Improvement-- Mass Audubon**

Wednesday July 24, 9:00am-2:00pm

Broadmoor Wildlife Sanctuary, Natick

This is part of a Trails Workshop series for land managers, conservation professionals, friends groups, and volunteers to teach best practices in multi-use trail maintenance and construction. Participants will learn how to take a critical look at trails to assess condition, maintenance, and safety. The session will also cover potential permitting requirements. Students will discuss how trail condition, maintenance, and safety can affect the "trail experience", and they will also learn and discuss how the interpretation of assessment results may vary depending on user group and trail difficulty. Participants will complete desktop trail reviews and consider design options for wet areas, address a field problem on existing trails and proposed reroutes at Mass Audubon's Broadmoor Wildlife Sanctuary, discuss permits, costs, when to hire a consultant, and mitigation. Cost is \$25. For more information and to register, visit [here](#).

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### **23) Introduction to Landscape Ecology-- Ecological Landscape Alliance**

Tuesday July 30, 6:00pm-9:00pm  
Nasami Farm, Whately MA

Landscape ecology is the science of understanding the interaction of ecological processes on a multitude of scales and spatial patterns, with an aim at improving and supporting these systems for a healthy environment. In this intro class, participants will explore the principles of landscape ecology, examine case studies, and take a brief field walk to orient ourselves to thinking BIG! Co-sponsored by the Native Plant Trust. The instructor is Alexis Doshas, Propagator and Facilities Coordinator at Nasami Farm. Cost is \$40 for members and \$48 for non-members. For more information and to register, visit [here](#).

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### **24) Connecting the Dots for Pollinator Conservation-- Ecological Landscape Alliance**

Saturday July 30, 8:30am-12:00pm  
Woodman Research Farm, Durham NH

During the Research Field Tour Dr. Cathy Neal, UNH Extension Professor and Researcher with the NH Agricultural Experiment Station, will share results from ten years of research on wildflower meadow establishment, helping you to successfully plan, prepare, plant, and maintain a beautiful and functional wildflower meadow that blooms all season long. Staff will help you identify native bees on the fly and identify their habitat needs. Special speaker is Mace Vaughan, Co-Director, Pollinator Conservation and Agricultural Biodiversity Program, The Xerces Society for Invertebrate Conservation. Mace will address Connecting the Dots for Pollinator Conservation: From the Big Picture to the Backyard and the Back 40. Mace will take participants on a tour of the growing number of efforts by which citizens, farmers, gardeners, researchers, and others are banding together to turn around the declines in pollinators. He will discuss fun, effective, and beautiful ways to enhance habitat and bring back the pollinators. To register, visit [here](#).

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### **25) Establishing a Meadow-- Ecological Landscape Alliance**

Saturday August 3, 10:30am-12:30pm  
Garden in the Woods, Framingham MA

Meadows are now one of the more popular native garden types for homeowner landscapes, yet many people remain baffled by how to create one with long-lasting beauty that won't quickly become overrun by weeds. Using the Old Meadow at Garden in the Woods as an example, Anna Fialkoff, staff Horticulturalist, will discuss the first three years of establishing a meadow including design concepts, plant selection,

installation, management, pitfalls, and surprising insights gained along the way. Cost is \$26 for members and \$32 for non-members. For more information and to register, visit [here](#).

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## **26) Nature School for Teachers-- Mass Audubon**

Monday August 5-Thursday August 8  
Drumlin Farm Wildlife Sanctuary, Lincoln MA

Mass Audubon is leading a course for teachers on getting students outside and doing science outdoors. The course will cover how nature can ignite curiosity and bring science to life, research-based teaching techniques, basic ecological principles, and ways to integrate scientific investigation into a curriculum. The course dates are Monday August 5-Thursday, August 8, and Thursday November 21. Registration deadline is Monday, July 22. For more information and to register, visit [here](#).

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## **27) Plan Review and Site Visit Procedures-- Massachusetts Association of Conservation Commissions**

Wednesday August 7th, 6:00pm-8:30pm  
697 Main St, Bolton MA

Join the Massachusetts Association of Conservation Commissions for their Fundamentals Unit 103 class, covering proper plan review and site visit procedures. Topics will include understanding maps and engineering plans, how to review engineering plans, essential equipment for a site visit, and what geologic and hydrologic features to look for in the field. Cost is \$55 for members, and \$75 for non-members. For more information and to register, visit [here](#).

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## **28) Seed Saving-- Ecological Landscape Alliance**

Sunday August 18, 10:00am-3:00pm  
Nasami Farm, Whately MA

Seed saving brings tremendous benefits to the willing gardener. Learn how seeds develop, stay dormant, and germinate. This hands-on workshop covers harvesting, cleaning, and storing a wide spectrum of native seeds. Spend time in the field observing and collecting seeds, then practice cleaning. Take seeds home at the end of class. Bring a lunch and dress appropriately for the field. Co-sponsored by the Native Plant Trust. Instructor Kate Stafford is a horticulturalist and Nursery Operations Manager and Propagator at Nasami Farm. Cost is \$66 for members and \$80 for non-members. For more information and to register, visit [here](#).

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## **29) Natives for Pollinators-- Massachusetts Association of Conservation Commissions**

Wednesday August 14, 12:00pm-12:45pm

This free webinar will discuss the role of native plants in supporting pollinator populations. The webinar will be led by Dan Jaffe, horticulturist and staff photographer for Norcross Wildlife Sanctuary. To attend, visit [here](#).

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## **GRANTS**

### **30) Conservation Restriction Review Program Announcement**

In order to submit a conservation restriction (CR) for review to the MA Division of Conservation Services, you need to complete and mail in a CR application form. The application form was fully revised and updated in 2018 and can be found on the DCS website [here](#). Please carefully review the application form for complete instructions on submitting a CR for review and be advised that DCS continues to make occasional updates and improvements to the form, so you are encouraged to download the form from the website each time you submit a new CR for review to ensure you are using the most up to date form. The website also has general information, a model conservation restriction, and a one-pager detailing the steps involved with the CR review process. If you have any questions, please contact Denise Pires (DCS Program Coordinator) at [Denise.Pires@mass.gov](mailto:Denise.Pires@mass.gov) or John Gioia (DCS CR Reviewer) at [John.Gioia@mass.gov](mailto:John.Gioia@mass.gov).

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### **31) Multistate Conservation Grant Program-- U.S. Fish and Wildlife Service**

Deadline: July 26, 2019

The Wildlife and Sport Fish Restoration Program provides grants to address regional or national priority conservation needs that expand beyond a single state. Eligible projects include improving habitat, implementing large scale conservation initiatives, and supporting sustainable use of wildlife habitat. Agencies with lead management responsibility for fish and wildlife in each state and nongovernmental organization are eligible to apply. For more information, read [here](#).

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### **32) Conservation Innovation Grants-- U.S. Department of Agriculture**

Deadline: July 30, 2019

The U.S. Department of Agriculture is accepting applications for their Conservation Innovation Grants (CIG) Program. The purpose of this program is to fund innovative

conservation approaches and technologies that simultaneously meet land and environmental conservation goals and agricultural production. CIG generally funds pilot projects, field demonstrations, and on-farm conservation research. Examples of previous projects include rebuilding pollinator habitat, designing and testing irrigation systems that allow upstream passage for reproducing salmon, developing more sustainable controlled-burn practices, and instituting soil regeneration practices. Grant awards range from \$150,000 to \$2,000,000, and are available to non-federal entities and individuals. To apply, visit [here](#). More information about the program is available [here](#).

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### **33) Wildlife Restoration Grant Program-- U.S. Fish and Wildlife Service**

Deadline: August 31, 2019

The Wildlife Restoration Grant Program awards funds to projects performing conservation-based management of wildlife and habitat. Eligible projects include land acquisition, improvement of wildlife habitat, habitat restoration, wildlife population surveys, and wildlife management. Grants are only open to state and territorial agencies. For more information and eligibility, read [here](#).

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## **JOBS**

### **34) Coordinator-- Massachusetts Land Trust Coalition**

Massachusetts Land Trust Coalition works to advance land protection in Massachusetts by providing education, tools, networking, and advocacy support for land trusts and their partners. We intend to hire a part-time (24 hours per week) coordinator to oversee and coordinate the essential functions of our operations, including the supervision of part-time employees as well as interacting with the Massachusetts land trust community. MLTC is a growing organization and for the right candidate, this position could offer the potential for growth and advancement. The position is ideally suited for an organized, detail-oriented, self-starter with strong interpersonal skills. The ability to prioritize assignments, write and communicate clearly, manage multiple tasks, and problem solve is essential. Experience in land conservation is strongly preferred. The job requires an individual who can work independently on a variety of tasks, but is also resourceful enough to seek out advice and support when needed. Experience with nonprofits, fundraising, office administration, Massachusetts land conservation, and event planning is a plus. Proficiency with Excel and Word (specifically mail merge) is essential; strong writing and verbal skills and a BA/BS are required. For more information, read the full posting [here](#), and submit applications to [info@massland.org](mailto:info@massland.org).

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### **35) Director of Development & Community Engagement-- Sudbury**

## **Valley Trustees**

Sudbury Valley Trustees (SVT), a land trust serving a 36-community region between Boston and Worcester, is seeking a Director of Development & Community Engagement (DDCE). The DDCE is part of the SVT Leadership Team and is responsible for directing the membership program and overseeing all fundraising efforts. The DDCE must have at least 7 years of results-oriented experience in a suite of nonprofit fundraising activities, including at least 4 years of membership development and 3 years of staff management. Read the complete description and application instructions [here](#).

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### **36) Southeast Regional Coordinator-- Mass Audubon**

Mass Audubon is hiring a coordinator for their Shaping the Future of Your Community Program in southeastern Massachusetts to promote sustainable development and natural resource protection. This person is responsible for organizing and conducting workshops and technical assistance projects and developing educational materials for adult audiences. The work involves developing partnerships internally and externally, conducting outreach, marketing, and electronic communications in collaboration with the Shaping Program Manager, other staff in the Advocacy Department, and other departments including local sanctuaries, Education, Land Conservation, and Conservation Science. A key focus is on enhancing partnerships and collaboration with and among municipalities, regional planning agencies, watershed associations, land trusts, and other groups and agencies. Applicants should have a bachelor's in land use planning, environmental policy, or a similar program, experience in community planning, and excellent organizational and communication skills. For more information and to apply, visit [here](#).

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### **37) Sanctuary Director-- Mass Audubon**

Mass Audubon is seeking an experienced, passionate, and inspirational leader with a strong background in nonprofit management, fundraising, entrepreneurial program development, natural resource management, and environmental education to serve as Sanctuary Director of the Blue Hills Trailside Museum in Milton, MA. The Sanctuary Director encourages innovation and creativity, and inspires staff, donors, and volunteers to work together to achieve the sanctuary's strategic goals through its programs and facilities. The Sanctuary Director will lead Mass Audubon's conservation, education, and advocacy efforts in the Blue Hills and provides a dynamic and welcoming presence as Mass Audubon's representative in the communities surrounding the Blue Hills Trailside Museum. For more information and to apply, visit [here](#).

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### **38) Assistant Natural Resources Director-- Town of Concord**

The Concord Natural Resources Division is seeking a team member for the Assistant Natural Resources Director position. This is an exciting opportunity to join a dynamic group in a municipality with a strong conservation ethic. Applicants should have a knowledge of wetland delineation, experience administering the Wetlands Protection Act, a knowledge of local wetland bylaws, and conservation land management capabilities. The successful candidate will be detail-oriented and work well independently and collaboratively on a wide range of tasks with frequent interruptions. The successful candidate will be highly motivated to work in a fast-paced environment with frequent interactions with other Town officials, realtors, developers, and the public. Bachelor's degree in Natural Sciences or a related field, with three to five years of experience, is required. Must have exceptional organizational, written & verbal skills, as well as proficiency with MS office software. Experience with ArcMap and GPS is a plus. Full salary range \$53,309 to 80,410. Starting salary will be based on experience & qualifications; typically in first half of range. To apply, visit [here](#).

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### **39) Watershed Ranger-- MA Department of Conservation and Recreation**

The MA Department of Conservation and Recreation is hiring a Long Term Seasonal Watershed Ranger to protect natural resources and enhance visitor experiences at reservations, parks, and watershed conservation areas. Responsibilities include patrolling conservation areas and parks, providing information to the public about natural areas and public access, assisting with the Aquatic Invasive Species Control program, participating in rescue operations, and maintaining records and files. Applicants should have an associates degree in park or recreation management, natural resource management, environmental education, or a related field. For more information and to apply, visit [here](#).

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### **40) Director of Conservation-- New England Aquarium**

The New England Aquarium is hiring a Director of Conservation, who will be responsible for creating and maintaining partnerships that will support the New England Aquarium's ocean conservation mission. Responsibilities include screening potential opportunities, serving as the primary point of contact for partners, acting as a consultant for partner organizations, and leading the development of models to establish new partnerships and programs. Applicants should have at least 7 years experience in business development/project management with a scientific or conservation organization. For more information and to apply, visit [here](#).

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### **41) Contract Property Manager-- Concord Land Conservation Trust**

The Concord Land Conservation Trust (CLCT) is hiring a contract property manager in or around the Concord, MA area. The contract property manager would be someone who could do odd jobs and small jobs on CLCT properties on a contract basis (installing gates/bollards and signs, carpentry skills, etc.). Please send any inquiries or suggestions on how to go about finding candidates for these positions to [info@concordland.org](mailto:info@concordland.org).

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### **42) Seasonal Aquatic Biologist-- MA Department of Conservation and Recreation**

The Department of Conservation and Recreation is hiring an Aquatic Biologist to help manage water resources and habitat, based out of West Boylston. Responsibilities include conducting field surveys of water quality and phytoplankton, managing invasive aquatic plants, performing laboratory analysis of water samples, data analysis and report writing, and managing electronic databases. Applicants should have at least two years of work experience in marine biology or fisheries, or a bachelor's degree or higher in marine or fisheries biology, fisheries or wildlife management, marine science, or oceanography. For more information and to apply, visit [here](#).

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### **43) Seasonal Land Records and Database Coordinator-- MA Department of Conservation and Recreation**

The Department of Conservation and Recreation (DCR) is hiring a seasonal Land Records and Database Coordinator to help organize and maintain DCR's digital and paper land records for its 450,000 acre Forest and Parks system, including use and further development of a new cloud based sharepoint database. This is a long-term seasonal position which runs from the beginning of August to the end of December and will be based out of the DCR Boston office. For the full job description and to apply click [here](#).

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### **44) Part-Time Conservation Assistant-- Town of Grafton**

The Town of Grafton is accepting applications for the position of Conservation Assistant, under the administrative direction of the Conservation Agent/Assistant Town Planner. Position is part-time up to 20 hours per week. Some evening meetings will be required. This position is responsible for the provision of administrative, bookkeeping, and clerical services in support of the Conservation Commission and department operations. Qualifications for this position include a High School diploma or equivalent; one to three years prior work experience preferably in a municipal government office; or an equivalent combination of education and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job. Please submit a resume and letter of interest to Rebecca Meekins at [meekinsr@grafton-ma.gov](mailto:meekinsr@grafton-ma.gov) or to the Town Administrator's office, 30 Providence Road, Grafton, MA 01519. Open until filled. Hiring range: \$20.05-\$21.80 per hour.



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