



## Volunteer Opportunities at POST

Thank you for inquiring about volunteer opportunities at POST. Our regular volunteer opportunities are for **Conservation Easement Monitors**, **Open Space Guardians**, and **Stewardship Crew** teams, and **Outreach** volunteers. Enclosed in this packet is a description of each position.

We also occasionally have a need for other types of volunteer help, so if you have other skills that you would be interested in contributing to POST, whether in the office or in the field, please feel free to note them on the application form.

Please note that our volunteer programs have limited availability, and that we do give placement preference to POST donors. If we are not able to place you into an active volunteer role at this time, we will keep your application on file so that when a position becomes open we may notify you.

Once again, thank you so much for your interest in POST and open space protection. If you have any further questions about volunteer opportunities at POST, please feel free to contact me at (650) 854-7696 ext. 330 or at [tedwards@openspacetrust.org](mailto:tedwards@openspacetrust.org).

Sincerely,

Tiffany Edwards  
Conservation Project Manager



### Conservation Easement Monitor Volunteer Job Description

The Peninsula Open Space Trust (POST) currently holds conservation easements over approximately 13,500 acres of land in San Mateo and Santa Clara Counties. A Conservation Easement (CE) is a legal agreement between POST and a landowner that permanently restricts the activities that can take place on a parcel of land in order to protect conservation values. Conservation easements are becoming a popular land conservation tool because they allow private landowners to continue living on or farming their land while ensuring permanent protection. Landowners also may realize economic benefits by selling or donating a conservation easement.

POST is required to monitor conservation easement properties regularly to ensure that restrictions on logging, building, dumping, and other activities set forth in the agreement are being followed. POST uses teams of volunteer Conservation Easement Monitors to visit conservation easement properties, take pictures, and fill out detailed reports. In addition to alerting POST staff of any potential problems, these pictures and reports create a record of property condition over time that may be used as evidence should POST ever need to go to court if a conservation easement is violated.

**Qualifications:** As a Conservation Easement Monitor you should be in good physical shape, enjoy hiking and open space, and be available for one property visit per year, usually in the fall. The ability to work well in a team setting and follow a specific monitoring procedure is also important. Because good monitoring depends upon experience with the property, Conservation Easement Monitors make a two-year commitment to their property. Familiarity with the area of the your assigned property, knowledge of local plants, animals and birds, map reading and photographic skills are also helpful, though not necessary.

**Responsibilities:** You will join a team of 4 to 5 people that will be assigned to monitor a conservation easement property once a year, between September and December. In addition, you will need to attend one annual training meeting held prior to the monitoring season. Your job is to familiarize yourself with the restrictions in the easement and then traverse the property, visiting specific monitoring points and documenting their condition through pictures and field notes. Additional time will be required after the field visit to complete a written report and monitoring logs.

**Rewards:** As POST's "eyes and ears" on its conservation easement lands, you will be on the front lines of our mission to protect valuable open space and natural resources on the San Francisco Peninsula. You will have the opportunity to learn about new techniques in land conservation and will hike on lands not open to the general public. Over time, we hope you will develop a deep knowledge of and connection to the property you visit. Finally, you will have a chance to meet, socialize with, and work with others who care about open space.



## Peninsula Open Space Trust

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### Open Space Guardian Volunteer Job Description

The Peninsula Open Space Trust (POST) currently owns over two dozen properties comprising more than 18,000 acres of land in San Mateo, Santa Clara, and Santa Cruz Counties. Though POST aims to transfer much of its lands to parks agencies for permanent protection, circumstances often require POST ownership for several years. Under POST's ownership, most of these properties are not open to the general public, although many will eventually become public parks and preserves.

In order to be good stewards of this land, POST needs to inspect the properties on a regular basis to ensure that both human damage (such as trespassing, vandalism and dumping) and natural damage (such as storm damage and landslides) are identified and reported to ensure timely restoration or repair. To provide this level of stewardship, POST has teams of "Open Space Guardians" that visit and inspect the properties and report back to staff. The teams are trained by POST, but operate with limited direct supervision.

**Qualifications:** As an Open Space Guardian you should be in good physical health, enjoy hiking and the outdoors, and be available to conduct property inspections four to six times a year, with a commitment of a least two years. Familiarity with the area of the your assigned property, knowledge of local plants and animals, map reading and photographic skills are also helpful, though not necessary.

**Responsibilities:** You will join a team of three to six people that will be assigned to visit one of POST's properties in your own vehicles four to six times a year. In addition, you will attend an annual training meeting. Your job is to traverse the property, looking for signs of human or natural damage or other concerns, and take notes and photographs to document these issues as necessary. Some additional time will be required after the field visit to complete a written report and return it to POST.

POST will occasionally ask Open Space Guardian teams to complete a special project such as monitoring a grazing operation or collecting GPS data about property features. POST will provide training and supervision for these projects.

**Rewards:** As POST's "eyes and ears" on its properties, you will truly be on the front lines of POST's mission to protect valuable open space and natural resources on the San Francisco Peninsula. You will have the opportunity to visit, picnic and hike on properties that are not open to the general public. Over time, we hope you will develop a deep knowledge of and connection to the property you visit. Finally, you will have a chance to meet, socialize with, and work with others who care about open space.



## Peninsula Open Space Trust

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### Stewardship Crew

#### Volunteer Job Description

The Peninsula Open Space Trust (POST) currently owns over two dozen properties comprising more than 18,000 acres of land in San Mateo, Santa Clara, and Santa Cruz Counties. Though POST aims to transfer most of its lands to parks agencies, circumstances often require POST ownership for several years. Under POST's ownership, most of these properties are not open to the general public, although many will eventually become public parks and preserves.

In order to be good stewards of this land, POST undertakes site restoration on some properties while they are under our ownership. Volunteers assist with many aspects of these projects, which have included:

- Eradicating invasive pampas grass on our Cloverdale Coastal Ranch in Pescadero (so far, over 1 million pampas grass plants have been treated!)
- Removing invasive species from various other locations
- Reseeding or revegetating with native plants
- Installing erosion-control measures around trails, roads, and gullies

**Qualifications:** As a Stewardship Volunteer, you should be in good physical health, enjoy hiking and the outdoors, be willing and able to do moderate physical labor, and be willing to get your hands dirty! You should be available to participate in at least two half- to full-day workdays per year.

**Responsibilities:** At the beginning of the work season, you will be notified about planned workday opportunities. You sign up for any workdays you want to attend and show up at the designated time and place. No experience is necessary. POST will provide training for any special equipment or techniques that are required.

**Rewards:** You will be providing the "hands-on" care and stewardship that is essential for long term protection of conservation land on the San Francisco Peninsula. You will have the opportunity to learn about land stewardship tools and techniques, and to visit, hike, and care for properties that are not open to the general public. We hope you will develop a deep knowledge of and connection to the places you work. Finally, you will have a chance to meet, socialize with, and work with others who care about open space.



### POST Ambassadors

#### Volunteer Job Description

Join the POST Ambassador program and help inspire other people to get involved with our mission of protecting open space, farms and parkland! There are three main ways that you as an Ambassador can do this:

- **Share stories** about POST's work and promote our events to your own networks using email, Facebook, Twitter, LinkedIn and /or Instagram.
- **Staff (or even organize) events** including hikes, urban gatherings, local festivals and other POST events to spread the word and engage new people.
- **Organize an awareness project** in your neighborhood, with your company or with other community groups.

The POST Ambassador Program is guided by POST's NextGen Committee, which is dedicated to expanding POST's community of people who care about and support open space protection.

**Requirements and Responsibilities:** Ambassadors commit to helping our outreach and promotional efforts on a regular, monthly basis. This can mean sharing links to stories about POST or information about our events online. This can also mean volunteering to help organize, promote and staff POST's events. Ambassadors are expected to stay in touch by reading our Ambassador Team biweekly email and by participating in at least 4-6 events per year. We encourage all Ambassadors to attend a fun 2-hour POST Ambassador Training which this year takes place 6-8:30pm Thursday, March 10, 2016 here at our office.

**Rewards:** You will play an important role as an ambassador for POST—helping people understand the special challenges facing land conservation in our area and how POST has stepped in to address that need. You will gain a better understanding of POST projects and the benefits those protected lands bring to you and your neighbors. In addition you will:

- Get invited to special events that bring our Ambassador community together.
- Meet great people who all share a love of the outdoors and land conservation.
- Get recognized for your hard work: We'll share your accomplishments on social media, and in our Annual Report. As you get more involved, we'll provide also you with free POST "swag" so you can represent POST proudly!
- Know that you are contributing to a great cause in a great place.

If you have more questions regarding the POST Ambassador program, contact Outreach Manager Mark Medeiros at [mmedeiros@openspacetrust.org](mailto:mmedeiros@openspacetrust.org)

