



SHIELD RANCH CAMP WOOD

Land Steward Shield Ranch Camp Wood Job Announcement

The Opportunity

Shield Ranch Camp Wood is a 7,400-acre property located in southwest Real County near the town of Camp Wood, Texas. The Shield-Ayres-Bowen family have been the stewards of this land since 1947. In recent years, conservation and wildlife management have been the primary focus and activities on the property. Shield Ranch Camp Wood is home to several rare and endangered plant and animal species. In 2012 and 2019, the owners placed conservation easements on a portion of the Ranch as part of conservation mitigation banks for the black-capped vireo and golden-cheeked warbler.

The Land Steward will be responsible for the day-to-day management of the property and be part of the Shield Land Stewardship Group, LLC team focused on conservation, restoration, wildlife management, and research initiatives.

Duties and Responsibilities

- Infrastructure Maintenance and Repair
 - Maintain roads
 - Maintain and repair ranch water systems for residential use and wildlife (entirely spring fed)
 - Maintain and repair ranch vehicles and equipment
 - Maintain and repair all houses, barns, and outbuildings
 - Landscape maintenance around residences and structures
 - Prepare houses before and after overnight visitors
 - Maintain fences in collaboration with neighboring landowners to ensure livestock are excluded from ranch
- Wildlife and Habitat Management
 - Assist with management of hunting operations
 - Interface with lease hunters, TPWD biologist, and game warden
 - Conduct deer density and browse surveys, assist with determining harvest recommendations, maintain harvest data, and prepare MLDP reports
 - Interface with and assist owners, staff, and guest hunters
 - Interact with and assist conservation professionals working on the Ranch (flora and fauna surveys, wildlife census, research, etc.)
 - Conduct control of feral hogs (shooting and trapping) and exotic ungulates
 - Conduct cowbird control (to improve nesting success of endangered songbirds)
 - Manage ponds for fishing, swimming, and conservation values
 - Assist with black-capped vireo nest monitoring

- Conduct brush control including mechanical, chemical, and assist with prescribed burning
- Conduct control of invasive plant species
- Data collection and monitoring
- Property Management
 - Manage access to ranch by contractors, utility crews, researchers, and guests
 - Monitor property and respond to incidences of trespass
 - Maintain good relations with adjoining and area property owners
 - Fire readiness (maintain sprayer rig in good working condition, mowing, tree trimming to protect improvements, keep water reservoirs full)
- Supervisory
 - Supervise college intern and temporary labor
 - Occasionally oversee contractors and service providers
- Administration
 - Participate in development of annual budget
 - Manage expenses within parameters of ranch budget
 - Maintain journal with thorough and accurate records (rainfall, documentation of management activities, etc.)

Qualifications

- Desire to live and work in a remote, rural environment (must live full-time on ranch)
- Education
 - High school diploma
 - College degree, or some post-secondary education or job-related training preferred
- Prefer 5 years of experience with ranching operations and land/natural resources management
- Interest in and commitment to Shield Ranch conservation objectives
- Passion and experience supporting wildlife and conservation management practices (game and non-game species)
- Experience managing a lease hunting operation
- Experience with operation, maintenance and repair of ranch vehicles, UTVs, trailers, sprayers, chain saws, lawn mowers, and other small equipment
- Proficient at basic carpentry, electrical, plumbing, mechanical, and welding
- Personable and able to relate well with owners, other employees, hunters, neighbors, conservation professionals, researchers, guests, etc.
- Competent in the use of Outlook, Microsoft Word, Excel, and GPSunit
- Physical ability to lift 80 lbs.
- Valid Texas driver's license
- Must be able to occasionally work nights and weekends when required
- Finalists must consent to criminal background and driving record checks

Compensation and Benefits

- Salary commensurate with experience and education
- Position is full time and includes health insurance, retirement plan and paid time off
- Workers' compensation insurance
- Housing (3-bedroom, 2-bath: approximately 2,400 sq.ft.) and utilities provided (water, electricity, propane, and internet)
- Business cell phone allowance

How to Apply

Please submit your resume along with a cover letter via email to info@shieldranch.com. The deadline to apply is November 8, 2024. Finalists must provide three references upon request and are subject to a criminal background check.