



Midpeninsula Regional Open Space District - **JOB ANNOUNCEMENT**

Conservation Grazing Program Manager*

Classification title: Resource Management Specialist III*

Annual Pay Range: \$129,352 - \$161,571

plus full benefits, including CalPERS Pension

Application Deadline: Sunday, February 1, 2026

Midpeninsula Regional Open Space District (Midpen) has an excellent career opportunity for an experienced and motivated Conservation Grazing Program Manager who will plan, organize, manage, oversee, and participate in the implementation of objectives outlined in the conservation grazing program and the agricultural land management projects within the District's Coastside mission. The ideal candidate will have a strong knowledge base of resource management principles focused on rangeland ecology, rangeland vegetation management, rangeland plant physiology, and rangeland animal management and can provide a high level of lease oversight to assist tenants with incorporating resource protection measures as part of their grazing practices. The start date for this position is April 2026. District housing for rent will be available in April 2026 for the selected individual.

About the Position: The Conservation Grazing Program Manager is responsible for monitoring compliance with lease terms, coordinating with grazing tenants to complete annual work plans, preparing contracts for infrastructure improvements, and soliciting proposals for grazing services, vegetation management, and infrastructure enhancements. This position is housed within the Facilities & Fleet Department and works closely with the Natural Resources department on predation issues, pond management and water supply enhancement projects, and cultural resource protection. The role also collaborates with the Land Stewardship & Trails department on the maintenance and repair of roads and culverts located on grazing properties. As the single point of contact for Midpen's conservation grazing program, the position is expected to enhance and expand customer service support for grazing tenants and agricultural partners on the coast. Successful performance in this role requires a strong working knowledge of a broad range of resource management and property management principles, contract and project management practices, and effective program management and strategic planning skills, as well as the ability to provide guidance to multi-disciplinary teams. This position works regularly with staff, public agencies, community groups, contractors, scientific study representatives, easement holders and grazing tenants. Candidates with experience managing grazing properties, agricultural leases, and project management are desirable. For additional information about the Conservation Grazing Program Manager position, see the RMS III [Job Description](#).

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with more than 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! At Midpen, we believe open space is for all. Our public lands are shared spaces provided for the community by the community. All people, regardless of background, deserve respect, dignity, safety, and a sense of belonging. Midpen welcomes all people to enjoy the public open space preserves we hold in trust, supporting the mental, physical, and social well-being of our region.

A Few Reasons Why You May Love This Job

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment and contributes to providing nature's benefits to everyone
- You'll be part of a talented and dynamic team of bright, energetic, and motivated professionals with a passion for the outdoors, trails, and preserving open space
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)

Work Environment: The Conservation Grazing Program Manager reports to the Facilities & Fleet Manager. This position operates in a hybrid work environment with approximately 60% of the time spent working in an administrative or field office, 10% work from home, 30% conducting field work. Available housing is located on the San Mateo coast just south of Pescadero, CA on the coastal side of Cloverdale Open Space Preserve, which is approx. 1 hour and 15 min driving time from the Midpen's administrative office in Los Altos. The District currently has 12,000 acres under lease for conservation grazing along the Pacific Coast extending from Half Moon Bay to Pescadero. Field work requires driving in remote areas on dirt roads, working in temperatures ranging from cold and windy to hot and dry, and hiking through steep terrain and wildland areas. District vehicles are available for use for travel to the grazing properties. Poison oak is present on several grazing properties and exposure is possible. Ideal candidates will be comfortable working in these types of field conditions, as well as in an office environment. Following onboarding and successfully meeting job performance expectations, may be eligible for the flexible work programs which includes 9/80 schedules.

Midpen reserves the right to limit or deny off-duty employment or business ownership which creates a conflict of interest or an incompatibility with District employment. Additional information can be found in the Personnel Policies and Procedures Manual Section 4.13 Off-Duty Employment and Business Ownership.

Education and Experience: *Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying.* A typical way to obtain the required qualifications would be:

Equivalent to graduation from an accredited four-year college or university with major coursework in environmental design, natural resource management, ecology, biology, geology or a related field, and three (3) years of increasingly responsible experience in natural resource management preferably in parks, open space, or related field, including at least one (1) year of supervisory and administrative responsibility. Bi-Lingual in Spanish is a plus, but not required. A Master's Degree is desirable.

Licenses & Certifications Required:

- Possession of a valid California Class C Driver License
- Possession of, or ability to obtain, a valid Certified Rangeland Manager Certification is highly desirable.

How to Apply: Apply online at CalOpps.org.

Application deadline is Sunday, February 1, 2026. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered:*

1. Fully completed CalOpps employment application
2. Cover letter
3. Resume
4. Supplemental question responses

**Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.*

Interview Schedule: (we are unable to accommodate individual schedules)

First Interview (virtual): Wednesday, February 18, 2026

Written Exercise/ Final Interviews (in person): Thursday, March 5, 2026

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to Los Altos from outlying areas.

Midpeninsula Regional Open Space District is an Equal Opportunity Employer

Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at (650) 691-1200 or via email at hr@openspace.org.

Put your passion for Open Space to work!