

Midpeninsula Regional Open Space District - *JOB ANNOUNCEMENT*

Ranger Recruit/ Ranger

Ranger Recruit Salary: Annual: \$94,192/Hourly: \$45.2846
plus, full benefits and CalPERS pension

Rangers typically start at Step 1 of the salary range
Ranger Step 1 Salary: Annual: \$96,548/Hourly: \$46.4171
Ranger Annual Pay Range: \$96,548-\$120,546
plus, full benefits and CalPERS pension

Application Deadline: Sunday, April 5, 2026

The Midpeninsula Regional Open Space District (Midpen) Ranger is a challenging and adventurous generalist position offering a wide variety of responsibilities and opportunities to exercise independent judgement while working on Midpen preserves. Rangers serve a unique role as stewards of the open space by regularly interacting with the community to provide visitors information, natural resource education, interpretive services, enforcement of pertinent regulations, and performing limited maintenance and resource management work on Midpen properties and facilities. Rangers patrol on foot, in all-terrain vehicles, on motorcycles, and in four-wheel drive patrol trucks while enforcing Midpen land use regulations and applicable laws. Rangers ensure safe public use of preserves, while also responding to emergency calls including medical aids and wildland fires.

About the Position:

The start date for these positions is early-December 2026. For additional information, see the [Ranger Recruit](#) and [Ranger](#) specifications on our job description page at OpenSpace.org.

There are two types of Ranger Assignments:

1. Ranger with a primary assignment - Generally works at a primary reporting location with regularly occurring consecutive days off.
2. Ranger with a flexible assignment - Will be assigned initially to a primary reporting location with regularly occurring consecutive days off, however Rangers with a flexible assignment may work a varied schedule across multiple reporting locations based on operational needs. They may be assigned to cover both planned and unplanned shift vacancies, including extended leaves of absence and promotional vacancies. During these assignments, rangers with a flexible assignment may be required to report to alternate field offices and/or adjust regular days off.

The **Ranger Recruit** is a training-level position for individuals who do not possess a Ranger Academy certificate or equivalent, and valid PC 832 certificate. Upon commencement of employment, new Ranger Recruits will participate in pre-academy instruction on the duties of a District Ranger, receive orientation to District lands and operations and complete additional required training. Upon completion of pre-academy instruction, new Ranger Recruits will participate in a district approved Park Ranger Law Enforcement Academy based out of the South Bay Regional Public Safety Training Center in San Jose, CA located on Bailey Avenue with the nearest cross street on Santa Teresa Avenue. The 14-week long academy begins in January 2027 and will include California Penal Code 832 training. The academy's full course and tuition are paid for by Midpen. Upon successful completion of the academy and the District's required robust 12-week Field Training Program and final review by the Chief Ranger, a Ranger Recruit may be appointed as a probationary Ranger.

The **Ranger** is a challenging and adventurous journey level position offering a wide variety of responsibilities and opportunities to exercise independent judgement while working on Midpen preserves. Upon commencement of employment, new Rangers will participate in a robust 12-week Field Training Program.

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 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.

What does a District Ranger do? District Rangers are generalists who perform a wide variety of functions. A brief list of day-to-day activities follows:

- Midpen Rangers are sworn peace officers responsible for patrolling District Preserves and enforcing the District's regulations and pertinent local, State, and Federal laws on District Preserves. Patrol may be by 4x4 truck, foot, UTV, motorcycle, or mountain bike.
- Respond to medical emergencies, wildland fires on Midpen lands, and search and rescue incidents.
- Help maintain the preserves by performing light maintenance tasks and resource management assignments.
- Engage the public through interpretive activities and community outreach.
- Shift schedules include evening, weekend, and holiday hours.

Positions will be assigned to one of the following District offices:

- South Area Office (SAO) – Campbell (Address: 240 Cristich Lane, Campbell, CA 95008)
- Foothills Field Office – Cupertino (Address: 501 Rancho San Antonio Drive, Cupertino, CA 95014)
- Skyline Field Office (SFO) – La Honda (Address: 21150 Skyline Blvd., La Honda, CA 94020) [MAP](#)
- Coastal Area Outpost (CAO) – La Honda (Address: 5710 La Honda Road, San Gregorio, CA 94074)

A Few Reasons Why You May Love This Job

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment
- You'll be part of a talented and dynamic team whose work contributes to providing nature's benefits to everyone
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)
- Midpen offers a housing program with reduced rental rates for staff subject to after-hours call outs to support the protection and maintenance of Midpen lands.

Basic Job Requirements: Must have the ability to enforce pertinent laws and regulations; administer first aid and CPR; demonstrate and maintain the physical fitness and mobility to meet District fitness standards, and to work in the field; strength, stamina, and mobility to respond to emergency situations to provide emergency medical services, perform fire suppression, and to gain control of a situation for self-defense or in defense of others; operate and maintain various power tools and equipment; operate emergency patrol vehicles and two-way radios; communicate clearly and concisely both orally and in writing. Pre-employment and annual fitness test required consisting of walking 2 miles while carrying a 25lb pack in 30 minutes or less.

Possess the aptitude and demonstrated interest in park/open space work, philosophy, and principles; willingness to perform law enforcement duties; aptitude for interpretive and public relations work; emotional maturity; dependability; punctuality; tact and diplomacy; poise and self-confidence; sensitivity to needs and attitudes of others; neatness and courtesy.

Peace Officer Standards for Rangers: Ability to satisfy the selection standards for peace officers in California as set forth in Government Code Sections 1029, 1030 and 1031, and by the District. Ranger Recruits must complete Midpen's requirements for training of Peace Officers by attending and successfully completing a Midpen approved law enforcement academy upon hire, unless they have recently successfully passed an equivalent academy, and possess a California Penal Code 832 certificate.

Education & 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:

Ranger Recruit

- Equivalent to an Associate degree from an accredited college or university and one (1) year of experience working in visitor/customer service or an equivalent position that includes interacting with the public. Education

and/or experience in law enforcement, resource management, natural sciences, park management, wildland firefighting, or a related field is highly desirable.

- **Certificates and Licenses:** A valid California Class C driver's license (or ability to obtain one upon appointment for candidates possessing an out of state license).

Ranger

- Meet all qualifications for Ranger Recruit, plus:
- **Certificates and Licenses:** Current possession of a District approved Law Enforcement Training certification and a valid California 832 certificate for appointment as a peace officer, and ability to obtain the following certificates prior to completion of the employment probationary period: completion of the District's Field Training Program, valid professional rescuer CPR certificate and Medical First Responder or equivalent; a Midpen approved Fire Suppression Training certificate; certification in the Incident Command System courses as specified under the National Incident Management System (NIMS).

Working Conditions: Rangers work cohesively with local law enforcement, fire agencies and other adjoining land agencies. Rangers typically work alone and self-initiate their day-to-day patrols. Work conditions require rangers to work weekends, nights, and holidays in all weather conditions. Most work is outdoors within Midpen's open space lands with exposure to inclement weather conditions. This requires the ability to patrol on foot, off trail, and in rugged terrain. Also requires the ability to perform all related emergency services and light maintenance and construction work on Midpen lands. District Rangers interact daily with a diverse Bay Area community to provide safe access for all visitors.

How to Apply:

Apply online at CalOpps.org. The deadline to apply is **Sunday, April 5, 2026**

(To avoid missing email communication about this recruitment, add mpropenspace@calopps.org to your contacts or list of safe senders.)

The following application items are required to be considered:*

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

(A cover letter is highly desirable).

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

INTERVIEW DATES & HIRING PROCESS:

First interviews (In-Person; Administrative Office – Los Altos): Mon, April 27th, Tues, April 28th and Wed, April 29th
(Candidates will be scheduled on one of three days)

Skills assessment (In-Person; Foothills Field Office - Cupertino): Friday, May 8, 2026

Final interviews (In-Person; Administrative Office – Los Altos): Thursday, May 21, 2026, and Friday, May 22, 2026
(Candidates will be scheduled on one of two days)

IMPORTANT: Candidates selected to advance after completing the interview process will be required to successfully complete the Peace Officer Standards & Training Personal History Statement, as well as an in-depth background investigation, fitness testing, DOJ and FBI fingerprinting, psychological evaluation, pre-employment physical to include drug testing. It is recommended to review the 27-page Personal History Statement and the required documents on the POST website at www.post.ca.gov/forms.aspx. Select "Background/Hiring" and form 2-251, Personal History Statement for details on the information and certificates you will be required to provide.

If more candidates successfully complete the recruitment and background process than we have available positions to fill, these candidates may be brought on at a later date as vacancies occur.

The academy is held at the South Bay Regional Public Safety Training campus in South San Jose. To successfully complete the academy, recruits must pass the physical agility test. Information about this test is available at [Pre-Employment Testing and Training - The Academy](#). The academy also offers optional practice sessions for a small fee;

available dates are listed on the web site. Attending a practice session is strongly recommended, as it allows potential candidates to gauge their ability to pass the physical agility test by the end of the academy.

Important for applicants outside the San Francisco Bay Area: Compensation in California often reflects the region's significantly higher cost of living. Before applying, and if you haven't done so already, we strongly encourage you to assess whether relocation is practical for you. Please research housing costs, relocation expenses, and commute times to the different field offices for this position.

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](#).

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.

Put your passion for Open Space to work!