



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

# **SEASONAL RANGER AIDE**

Salary: \$ 29.9160 per hour, Non-benefited

**Application Deadline: Sunday, October 19, 2025**

*Seasonal assignments will not exceed 950 hours or 7 months, whichever comes first*

**About the Position:** The Midpeninsula Regional Open Space District (Midpen) Seasonal Ranger Aide is an entry-level position, which provides the opportunity to learn and perform some duties of a ranger under the guidance of experienced ranger staff. Ranger Aides provide visitor information and assistance, travelling by non-emergency Midpen vehicles and on foot throughout an assigned geographical region. Ranger Aides perform a variety of customer service duties such as educating and informing the public about Midpen land use regulations, public relations and provide general information services, but do not have law enforcement authority. Ranger Aides will assist with routine maintenance work on Midpen land and facilities and may respond to assist with emergency calls. Seasonal employees are provided with a uniform. The start date will be in early December and the selected individuals will continue working through June 2026. See [Job Description](#) for additional information.

**Work Location may be at one of the following field offices (there is no seasonal housing available):**

- **South Area Office (SAO):** Located at 240 Cristich Lane, Campbell, CA 95008
- **Foothills Field Office (FFO):** Located at 22500 Cristo Rey Drive, Cupertino, CA 95014
- **Skyline Field Office (SFO):** Located at 21150 Skyline Ranch Rd, La Honda, CA 94020 [MAP](#)

**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!

**Requirements:** Must have the ability to learn Midpen lands, pertinent laws and regulations and contact, educate and inform the public about the lands and regulations; administer first aid and CPR; operate and maintain various power tools and equipment; operate two-way radios; communicate clearly and concisely both orally and in writing; and other duties as assigned.

**Certificates Needed:** A valid California driver license is **required** upon appointment; valid professional rescuer CPR certificate and basic First Aid certificate (Midpen will offer training to candidates who do not possess CPR/First Aid certificates upon appointment).

**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:*  
Equivalent to graduation from high school. Six months experience working in a customer service-related field. Some experience or training in a parks settings is desirable.

**Schedules:** This is a full-time position. Employees are expected to work full-time (40 hours during the work week); however, school schedules may be accommodated around regular days/hours of operations. **Weekend work (Sat/Sun) is required**, with two consistent days off each week (either Mondays/Tuesdays off OR Thursdays/Fridays off) depending on the field office operational needs. Incumbents will work an 8-hour workday (plus a 30-minute unpaid meal break). Daily start and end times will be the same for most workdays, typically scheduled within the range of 7:00 a.m. to 4:30 p.m. Must be willing to work weekends, nights, holidays, or extended shifts and work with exposure to difficult circumstances, including exposure to challenging situations and upset individuals. Seasonal assignments will not exceed 950 hours or 7 months, whichever comes first, and do not include benefits.

**Working 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 related emergency services and maintenance and construction work on Midpen lands. Once trained, Ranger Aides may work alone for parts or all of their shifts. Must wear prescribed District uniform and adhere to strict safety procedures and work habits.

**How to Apply:** **Application Deadline: Sunday, October 19, 2025**

Apply online at [CalOps.org](https://calops.org). Applicants with the most relevant experience and qualifications suitable for the position will be contacted for interviews. **Answers to supplemental questions must be submitted with the application. Please submit a resume and cover letter with your application.**

**Employment offers are conditional upon the results of a fingerprint background check and a pre-employment physical. Candidates who advance to reference checks must provide a current DMV report. Midpen only accepts the DMV report the candidate receives by submitting form [INF 1125](#) to the DMV.**

**RECRUITMENT SCHEDULE (estimated dates; subject to change):**

- **Virtual Interviews** – Wednesday, October 29, 2025 (Unfortunately, we are unable to accommodate individual schedules.)
- **Reference Checks** – Week of November 3, 2025 (select individuals who advance in the process should be prepared to provide professional references upon request).
- **Fingerprinting** – Week of November 10, 2025
- **Pre-employment Physical** – Week of November 17, 2025
- **Start Dates** – early December 2025

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.

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](mailto:hr@openspace.org).  
**Put your passion for Open Space to work!**