



Volunteer Position Description

Sanctuary Monitor

Nothing in this position description restricts management's right to assign or reassign duties and responsibilities to this position at any time.

Work Location	Various Humane Society Wildlife Land Trust (the Trust) sanctuaries around the country; volunteers are assigned to sanctuaries within the range they indicate (multiple states and Canada)
Position Grade	3 ; background check includes Criminal Background, Social Security Number Verification and Motor Vehicle Check
Purpose of the Position	To ensure the conservation of wild lands that provide vital wildlife habitat across the country; ensure that the mission and goals of the Trust are fulfilled, and to satisfy the Land Trust Alliance Standard 15, Practice B: Monitoring Land Trust Properties: "The land trust marks its boundaries and regularly monitors the property (at least annually) for potential management problems, including trespass or overuse, vandalism and safety hazards..." Permanent protection of both land and wildlife is possible and that is what the Trust enables landowners to achieve.
Volunteer Responsibilities	<ul style="list-style-type: none"> • Provide the Trust with regular inspections for specific Trust-owned properties and conservation easements • Walk the borders and interior, looking for possible infractions of conservation restrictions and other restrictions such as hunting, trapping, logging and development • Check for and maintain appropriate signage and posting • Provide photographic/video documentation of any problems such as dumping, off-road vehicle use, and above mentioned violations • Complete inspection forms and return to the Trust staff in a timely manner • Attend training workshops related to stewardship issues as requested • Follow all guidelines, policies and instructions given
Level of Difficulty 1=easy/5=demanding (physical, mental, emotional)	<ul style="list-style-type: none"> • Physical difficulty is level 3; work occurs outdoors and requires ability to hike over rough terrain in a variety of environmental conditions • Mental difficulty is level 3; understanding policies and following exact protocols is extremely important and volunteers have a basic knowledge of natural resource management, hunting and trapping regulations/seasons, and state and local laws. Also requires proficiency in the reading of various maps • Emotional difficulty is level 2; Sanctuary Monitors deal with violations of conservation restrictions as well as hunting and trapping restrictions; the nature of this work may be upsetting if there is an infraction of these laws, requires ability to react calmly under stress and the ability to work independently with no direct supervision over work
Expected Environmental Conditions	Conditions vary by sanctuary site and time of year of visit but volunteer will always be in an outdoor setting
How Often Volunteers Work On-site	Sanctuary Monitor position is highly flexible but must visit twice per year.

Orientation/Training	Volunteers will be trained in all aspects of volunteer work, including monitoring techniques, processes and all relevant paperwork. Volunteer Sanctuary Monitors are reimbursed for prescribed out-of-pocket expenses.
Learning Opportunities	<ul style="list-style-type: none"> • Gain the opportunity to ensure the conservation of wild lands that provide vital wildlife habitat across the country • Volunteers can take action on their love of wildlife and nature conservancy and engage in outdoor activities
Position Start Date	Ongoing
Initial Minimum Commitment	Volunteers must commit to monitor their assigned Sanctuary for a minimum of two inspections a year, for a period of two years.
Scheduling Guidelines	This position offers a great deal of flexibility; Sanctuary Monitors may visit at a time that is convenient to their schedule.
Qualifications/Requirements for Volunteer Applicants	<ul style="list-style-type: none"> • Must be able to work outside in the elements • Able to meet the requirements outlined in the Essential Capabilities document with or without reasonable accommodation • Proficiency in reading various maps (survey, contour, etc.) • Basic knowledge of natural resource management • Basic knowledge of hunting and trapping regulations/seasons, state and local laws • Able to visually inspect properties and document findings with photographic and video equipment • Able to use hand tools such as hammers and staple guns • Able to demonstrate a familiarity with HSUS's major campaigns and mission • Able to work independently with no direct supervision over work
Restrictions	<ul style="list-style-type: none"> • Must be at least 18 years old • Must have a valid driver's license and access to a vehicle • Must be able to learn and follow all guidelines and policies of The HSUS and the Trust, and follow directions given by staff • Must submit the required paperwork and pass a background check before being assigned • Current tetanus inoculation and basic first aid and CPR certification recommended
Tools/Equipment Provided (including Personal Protective Equipment)	Maps, survey forms
Optional Tools/Equipment	Compasses, GPS, cell phone, snacks, water, clothing appropriate to the season
Supervisor(s)	<ul style="list-style-type: none"> • Director of Stewardship, Humane Society Wildlife Land Trust • In some circumstances, where agreeable and feasible, HSUS state offices may share some voluntary oversight responsibilities
Number of Concurrent Volunteer Openings	One individual monitor per sanctuary site
Additional Information	<ul style="list-style-type: none"> • The Trust cannot accommodate court-mandated community service • Our dedicated volunteers help the Trust provide increased levels of oversight to properties in the U.S and Canada. These caring and generous individuals spend countless hours monitoring the sanctuaries, making note of any violations of our hunting and trapping restrictions and reporting any relevant violations to local authorities. We offer our appreciation for the efforts of these hardworking and committed

	<p>volunteers.</p> <ul style="list-style-type: none">• Volunteers will be reimbursed at the rate set by the Federal government for the use of their personal vehicles and other stewardship related expenses such as food, film, and in some cases, lodging. Volunteers will be provided with reimbursement guidelines prior to joining the Trust's volunteer program
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