

JOB DESCRIPTION

POSITION: Ranger
REPORTS TO: Ranger Manager
CLASSIFICATION: Non-exempt | Full-time
LOCATION: Catalina Island
UPDATED: 02/26/2025

POSITION SUMMARY

The Ranger plays a critical role in protecting and stewarding Catalina Island's 48,000 acres of wildlands. Rangers patrol, enforce regulations, manage public safety, and support conservation efforts, ensuring visitors and residents can experience the island responsibly. This role requires a mix of public engagement, emergency response, fire prevention, and land management.

Rangers set the standard for environmental stewardship, ensuring compliance with Conservancy policies while providing guidance and education to visitors. Rangers also respond to emergencies, perform search and rescue operations, and work closely with local law enforcement and fire agencies to safeguard the island's natural and cultural resources.

LOCATION

Catalina Island, California – This position is based on Catalina Island, a remote and rugged environment with limited access to mainland resources. Work may require travel across the island's diverse terrain by foot or off-road vehicle. Candidates should be prepared to live or commute to the island as needed and work in varying outdoor conditions, including extreme weather and encounters with wildlife.

KEY RESPONSIBILITIES

Protect and Steward Conservancy Lands

- Patrol Conservancy properties to ensure visitor safety, compliance with regulations, and protection of natural resources.
- Ensure compliance with Conservancy policies, including hunting regulations, when applicable.
- Serve as a knowledgeable resource on land use policies, conservation efforts, and public safety for visitors, residents, and staff.
- Monitor human impact on the island's ecosystems and take proactive steps to mitigate damage caused by recreation, vehicle use, and tourism.

- Communicate with a wide variety of staff, members, stakeholders, County/City officials, and Conservancy vendors and visitors to support public safety, land management, and conservation efforts.

Ensure Public Safety and Emergency Response

- Respond to emergency situations, including medical incidents, search and rescue operations, and fire prevention efforts.
- Notify and/or assist the Sheriff's Department, Paramedics, and Fire Departments as required in response to emergencies, incidents, or enforcement needs.
- Collaborate with local law enforcement and emergency response agencies to ensure the safety of visitors, residents, and Conservancy staff.
- Support the development and enforcement of safety protocols and land use regulations to protect people and the environment.
- Report and communicate road closures due to natural disasters or maintenance activity to ensure safe access and inform relevant stakeholders.
- Ensure emergency equipment, including first aid kits, fire extinguishers, radios, and other safety gear, is stocked, maintained, and operational.

Support Conservation and Land Management

- Promote environmental stewardship by educating visitors on responsible outdoor practices and ensuring compliance with Conservancy policies.
- Participate in land and habitat management activities, including fire mitigation, invasive species control, and restoration efforts.
- Assist in maintaining trails, roads, and infrastructure to ensure safe access to Conservancy lands.

Engage in Training, Education, and Outreach

- Support the onboarding of new rangers, volunteer rangers, and reserve rangers, ensuring they are trained to uphold safety and stewardship standards.
- Educate the public, staff, and volunteers on Conservancy rules, wildlife awareness, and safety procedures.
- Provide outreach safety and driving programs for camps on Conservancy property to ensure responsible vehicle use and environmental awareness.
- Provide specialized training in areas such as radio operation, 4WD vehicle handling, first aid, and emergency response protocols, which may include CPR training.
- Attend relevant training programs from external agencies to maintain and enhance skills in conservation enforcement, emergency response, and public safety.

Security and Access Control

- Monitor and maintain security gates, locks, and access points on Conservancy property, re-keying as needed.
- Grant locked access to vendors and leaseholders and ensure proper documentation of completed work.

- Observe and report unauthorized access, trespassing, vandalism, and other security concerns.

Maintain Professionalism and Operational Readiness

- Serve as an ambassador for the Conservancy, demonstrating professionalism and commitment to its mission.
 - Wear the approved uniform and present the Conservancy professionally in all interactions.
 - Maintain clear and accurate records, including report-writing abilities for incident reports and daily activity logs.
 - Ensure readiness of vehicles, equipment, radios, and safety gear to support ranger operations and emergency response needs.
 - Perform other duties as assigned to support the mission and operational needs of the Conservancy.
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PHYSICAL REQUIREMENTS

- Must be able to backpack, lift and/or move up to half of your body weight.
 - Must be able to perform manual labor, hike long distances over rugged terrain through dense scrubs.
 - Ability to work outdoors in remote and rugged environments for extended periods, including exposure to extreme weather conditions such as heat, wind, and rain.
 - Must be comfortable navigating uneven terrain, steep inclines, and remote backcountry areas with minimal trail access.
 - Ability to safely operate off-road vehicles for patrol and emergency response.
 - Must be able to stand, walk, bend, and perform physically demanding tasks for prolonged periods.
 - Comfortable working in proximity to wildlife, including bison, rattlesnakes, and other island species.
 - May be required to carry and use specialized equipment, including first aid kits, radios, and firefighting tools.
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QUALIFICATIONS

Skills & Abilities

- Strong situational awareness and ability to remain calm under pressure.
- Ability to interpret and enforce regulations while maintaining positive interactions with the public.
- Experience in wildland safety, conservation enforcement, or emergency response.
- Knowledge of local ecology, wildlife, and natural resource management.

- Strong communication skills for engaging with visitors, law enforcement, and Conservancy leadership.
- Must be comfortable working outdoors in rugged, remote environments and encountering wildlife (e.g., bison, rattlesnakes).
- Ability to operate Conservancy vehicles, 4WD vehicles, and light equipment in varied terrain and weather conditions.
- Strong investigation skills and techniques for conflict management resolution.
- Must be willing to adjust work shifts, work odd hours, weekends, and holidays as necessary to maintain staffing goals based on Conservancy needs, events, and special assignments.
- Ability to use both manual and power tools safely and effectively.

Education & Experience

- High school diploma or equivalent required; degree or coursework in natural resource management, law enforcement, outdoor recreation, or a related field preferred.
- Minimum two years' experience in an outdoor, public-facing role such as land management, conservation, education, emergency response, or enforcement.
- Experience navigating and working in rugged, off-road environments, preferably in remote or island settings.
- Ability to safely operate and maintain manual and power tools, including those used for land management, trail maintenance, and emergency response.
- CPR/First Aid certification required upon hire.
- EMT certification preferred; or willingness to obtain advanced first aid training.
- Experience operating off-road vehicles, watercraft, or other specialized equipment preferred.

COMPENSATION & BENEFITS

ESTIMATED STARTING SALARY RANGE:
\$22.00 - \$25.00 an hour based on skills and experience.

We're proud to support the health and wellbeing of the people we employ. We offer a competitive, comprehensive benefits package that includes healthcare coverage, flexible spending accounts, 403(b) plan with a 3% employer contribution and a 5% match — fully vested after 2 years, accrued paid time off, life insurance, disability coverage, an employee assistance program, professional development, and other benefits that support work-life balance.

EQUAL OPPORTUNITY COMMITMENT

Catalina Island Conservancy is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, marital status, medical condition, protected veteran

status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

HOW TO APPLY

Please send a resume and cover letter to jobs@catalinaconservancy.org, listing the job title in the subject line.

OUR STORY

The mission of the Catalina Island Conservancy is to be an exemplary steward of Island resources through a balance of conservation, education, and recreation.

The Conservancy's vision is for a beautifully functioning Island ecosystem for all to enjoy.

Just off the densely populated Southern California coast, Catalina Island is home to approximately 4,000 year-round residents and more than 60 endemic species of plants and animals found nowhere else on Earth.

The Catalina Island Conservancy protects 88 percent of Catalina Island's approximately 48,000 acres, including the region's longest publicly accessible undeveloped coastline.

The Conservancy is a research and conservation leader, protecting and restoring vulnerable habitats and species in its Mediterranean climate. Conservancy staff guides Island ecosystem recovery with the goal of generating a resilient, self-sustaining ecosystem with no endangered forms of life.

The Conservancy offers recreational experiences and educational programs for not only the 300,000 annual visitors who choose to visit the unique and special Conservancy "Wildlands Ecosystems" but also inspires the nearly 1.2 million visitors to other parts of the Island.

Recreation, educational engagement, service opportunities, and partnerships connect the Island's unique resources to people's lives, inspiring environmental stewardship and action.

The Catalina Island Conservancy is a 501(c)(3) non-profit public charity established in 1972 to protect and restore Catalina Island for future generations to experience and enjoy.