

**JOB TITLE**

**Ranger Manager**

**POSITION SUMMARY**

The Ranger Manager reports to the Director of Recreation and manages the Catalina Island Conservancy Rangers while also serving as a patrolling ranger. The Ranger Manager will oversee Rangers who patrol, enforce regulations, support 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 general land management.

The Ranger Manager will set the standard for environmental stewardship, ensuring compliance with Conservancy policies while providing guidance and education to visitors. The Ranger Manager will ensure Rangers 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**

On site role based full-time on 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 and work in varying outdoor conditions, including extreme weather and encounters with wildlife.

**KEY RESPONSIBILITIES**

**Ranger Department Management**

- Directly manages the Ranger team, including hiring and onboarding, training and development, goal-setting, and performance management.
- Determines staffing and coverage levels, including shift schedules and deployment across the landscape, based on season, conditions, and operational needs.
- Develops and manages the Ranger Department budget for vehicles, gear and training in coordination with the Director of Recreation and senior leadership.
- Implements and continuously improves Ranger Department processes to support efficient operations, including transportation requests, citation tracking, incident reporting, vehicle use, and records management.
- Purchases and maintains AEDs, fire extinguishers, and first aid kits.



**Protect and Steward Conservancy Lands**

- Monitor Conservancy properties when on patrol, including camps and coves, to ensure visitor safety, compliance with regulations, and protection of natural resources.
- Support the development and enforcement of safety protocols and land use regulations to protect people and the environment.
- 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.
- Perform general animal control (sick, injured or uncontrolled dogs, foxes, etc.).
- Assist with Bison herd management including getting bison off trails and out of campgrounds; respond to bison and human interactions to reduce risk.
- Report damage and missing interior road and trail signs.

**Ensure Public Safety and Emergency Response**

- Work to mitigate risks of those entering Conservancy lands (via hiking, biking, vehicle, boat or air).
- Perform the first review of roads and property to ensure they are maintained, safe, and clean.
- Respond to emergency situations, including medical incidents, providing first response first aid.
- Perform search and rescue operations and engage in fire prevention efforts.
- Notify and coordinate with law enforcement, fire, and medical responders during emergencies or incidents, and assist as necessary to ensure safety of visitors, residents and Conservancy staff.
- Report and communicate road closures due to poor conditions or maintenance activity.
- Ensure emergency equipment, including first aid kits, fire extinguishers, radios, and other safety gear, is stocked, maintained, and operational.
- Provide safety protocols and logistics for special public and third-party events.
- Coordinate with Business Administration to provide access to leased property and equipment for vendors; document completed work.
- Ensure vehicles on Conservancy roads have road permits and are obeying the rules of the roads as set forth in the road permit agreement.
- Maintain all security gates and locks on Conservancy property.



- Provide observations of volunteer work crews, staff and commercial workers to management to best meet the needs, business practices and safety of work done on Conservancy land.

**Incident Investigation and Reporting**

- Manage the investigation of incidents such as accidents, trespassing, vandalism, and theft and write incident reports for all occurrences.
- Ensure daily logs and clear records are maintained.

**Engage in Education, Training, and Outreach**

- Educate the public, staff, and volunteers about Conservancy property features, its history, public safety protocols, and wildlife awareness.
- Develop and 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/Defibrillator training.
- Attend relevant training programs from external agencies to maintain and enhance skills in conservation enforcement, emergency response, and public safety.
- Conduct 4WD training and complete appropriate paperwork for staff, volunteers, and interns.

**Maintain Professionalism and Operational Readiness**

- Oversee maintenance of Ranger trucks and request service/maintenance from facility department.
- Serve as an ambassador for the Conservancy, demonstrating professionalism and commitment to its mission.
- Present a safety-first approach, following all rules and setting an example of stewardship for others to follow.
- Wear the approved uniform and present the Conservancy professionally in all interactions.
- Perform other duties as assigned to support the mission and operational needs of the Conservancy.

**PHYSICAL REQUIREMENTS**

- Must be able to backpack, lift and/or move up to a minimum of 50 pounds.
- 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.

### **QUALIFICATIONS**

- In-depth knowledge of local ecology, wildlife, and natural resources relevant to the Conservancy's operations.
- Strong communication skills for effective interactions with staff, members, stakeholders, local authorities, and visitors.
- Ability to operate vehicles and light equipment safely and effectively in a variety of conditions.
- Ability to safely operate and maintain manual and power tools, including those used for land management, trail maintenance, and emergency response.
- Strong recordkeeping and report-writing abilities, ensuring accurate and timely documentation of incidents and daily activities.
- Ability to handle emergency situations and provide basic first aid, including CPR and defibrillator knowledge.
- 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.
- Must have strong investigation skills and techniques for conflict management resolution.
- Must be comfortable with encountering wild animals, including bison and rattlesnakes.

### **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.



- CPR/First Aid certification required upon hire.
- EMT certification preferred; ability to obtain advanced first aid training.
- Completion of pre-service training in accordance with Penal Code Section 832 required upon hire.
- Valid driver's license and experience driving 4WD vehicles.

### **COMPENSATION & BENEFITS**

\$30.00 - \$36.00 per 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.

### **HOW TO APPLY**

Please send a cover letter and resume to [jobs@catalinaconservancy.org](mailto:jobs@catalinaconservancy.org), listing the job title in the subject line.

### **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.

### **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.