



Land and Facilities Manager 2026

About The Ridges Sanctuary

As a leading voice for conservation action, the mission of The Ridges Sanctuary is to promote positive environmental behaviors through impactful educational experiences, land protection and management, and ecological research. The Ridges was established in 1937 after Albert Fuller, then Curator of Botany at the Milwaukee Public Museum, began spending a significant amount of time surveying the landscape. Fuller spearheaded a grassroots movement to protect this incredibly diverse property and establish Wisconsin's oldest member-based land trust. This grassroots movement still drives the organization today. The Ridges Sanctuary now protects 1,700+ acres of the Midwest's most biologically diverse ecosystems and serves as a leading voice for conservation action in the region. Our campus features 5 miles of rustic trails, rare wildflowers, historic Range Lights, indoor exhibits, and an accessible boardwalk among more.

Joining our team means becoming part of an organization committed to creativity, teamwork, and excellence. Our goal is to foster a supportive and inclusive work culture where every team member can thrive and contribute to our ongoing success.

Position Summary

The Ridges Sanctuary seeks a highly motivated individual to serve as our Land and Facilities Manager. This role combines hands-on stewardship of the Sanctuary's natural areas with oversight of the buildings, grounds, and infrastructure that support our mission. The Land and Facilities Manager will assist with the management of the Sanctuary's 1,700+ acres, support research projects and citizen science monitoring programs, and ensure our facilities and campus are well-maintained, safe, and welcoming for staff, volunteers, and visitors alike. This candidate will possess knowledge in local flora, best management practices in conservation, and working knowledge of facilities and grounds maintenance, along with strong interpersonal skills to interact with our volunteers, staff, and partners.

This position is hired by and reports to the Executive Director.

Duties & Responsibilities

Land Management

- Oversee and implement habitat management practices, including but not limited to property surveys, invasive species control, boundary surveys and signage installations, trail maintenance and native plant restoration.
- Monitor Sanctuary boundaries, trails and natural areas for safety hazards, encroachment, ecological concerns, and potentially illegal activity regularly.
- Regularly assess needs, issues and developments relating to land management and land use and make recommendations to the Executive Director.
- Support and identify land acquisition opportunities and activities.
- Oversee hunting activities, permitting, and monitoring especially during the 9-day deer rifle season.

- Maintain a list of land management projects suitable for volunteer implementation.
- Organize and provide logistical support for stewardship volunteer groups including but not limited to the Wednesday Crew and Logan Creek Stewardship Crews.
- Support the identification of project related grants and manage and report on existing or new grants related to research, land preservation or programs.
- Manage permits and reports for invasive species treatment, migratory bird holdings, etc.
- Act as a liaison between The Ridges and the Town of Baileys Harbor for all land management related activities.
- Collaborate with conservation partners, including but not limited to DCIST (Door County Invasive Species Team), RAMSAR (International Wetland of Importance Collaboration), and other Door County, NGO and state related conservation organizations.
- Give guided hikes when necessary, which requires a working knowledge of the cultural and natural history of The Ridges, including local flora and fauna, history and founding of The Ridges, geologic history of The Ridges, etc.

Facility Management

- Facilitate snow removal activities to clear the areas around the Cook-Albert Fuller Nature Center, Hidden Brook Boardwalk, and other areas as necessary.
- Conduct regular assessments of facilities and determine needs for repairs and maintenance and notify Executive Director of any activities that need to take place.
- Manage preventive maintenance schedules for facilities systems (HVAC, plumbing, electrical, access control, etc.)
- Maintain equipment inventory, including vehicles, tools, and grounds equipment, ensuring proper storage and upkeep
- Support seasonal readiness of facilities and grounds for programs, events, and visitor use

Candidate Profile & Qualifications

- Bachelor's degree in natural resource management, environmental science, biology, or a related field, or equivalent practical experience
- Demonstrated knowledge of local flora, fauna, and ecological communities, with experience in conservation land management practices (invasive species control, trail maintenance, habitat restoration)
- Experience with facilities, grounds, or property maintenance, including basic knowledge of building systems (HVAC, plumbing, electrical) or willingness to learn
- Ability to operate and maintain equipment such as mowers, tractors, chainsaws, and hand/power tools
- Strong organizational skills, with the ability to manage multiple projects and priorities across land and facilities responsibilities
- Excellent interpersonal and communication skills, with experience working alongside volunteers, staff, researchers, and community partners
- Ability to work independently and exercise sound judgment, including responding to occasional after-hours facilities or land-related issues
- Physical ability to perform outdoor fieldwork and facilities tasks in varying weather conditions, including lifting, walking on uneven terrain, and working at heights or in confined spaces as needed
- Valid driver's license and ability to operate Sanctuary vehicles
- Prior experience in a nonprofit, conservation, or land trust setting preferred
- Experience with GIS, citizen science platforms, or ecological monitoring tools a plus
- All candidates must pass a criminal background check prior to employment.

Compensation and Benefits

This is a full-time, year-round position with a starting salary range of \$45,000-\$50,000 commensurate with experience and qualifications. Benefits include health reimbursement plan, paid time off, 6% retirement distribution after one year of employment, and professional development. Additional benefits and details will be discussed during the interview process.

To Apply

Submit a cover letter and resume to Executive Director, Katie Krouse via email at katie@ridgessanctuary.org with the subject line, Land and Facilities Manager Application. We will be accepting applications until 5pm on Monday, September 14th, and will be scheduling interviews on a rolling basis.

The Ridges Sanctuary is an equal opportunity employer and considers applicants for all positions without regard to race, color, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally-protected status.