



JOB OPPORTUNITY

Resident Ranger & Land Steward

Shape How People Learn Through Property Operations, Visitor Services, and Land Conservation

Hale Education | Westwood, MA

About the Role

Hale Education is seeking a dedicated, hands-on **Ranger & Land Steward** to live and work on our 1,200-acre property, caring for land that supports youth education, community programs, and public enjoyment of forests, ponds, and trails. This is more than a maintenance job — it's a chance to steward a landscape that shapes how young people and adults experience nature, and to be a trusted presence that keeps our grounds safe, beautiful, and welcoming year-round. As a resident staff member, you'll be the face of Hale during the day and after hours: a first responder for emergencies, the hands behind seasonal upkeep, and a steady presence for the thousands of youth, families, and visitors who seek nature, education, and recreation here every year.

What You'll Do

Site Security & Residential Presence

- Serve as primary opening/closing officer, securing gates and preparing facilities for public and private use
- Monitor property usage and professionally enforce Hale's rules, including addressing trespassing and unauthorized activity
- Act as the on-site point of contact for first aid, search and rescue coordination, and wildfire prevention/response

Facilities & Infrastructure Maintenance

- Perform carpentry, painting, and general repairs across Hale's buildings and structures, under the direction of the Director of Buildings & Grounds
- Lead seasonal transitions such as dock installation/removal, water line winterization, and snow removal
- Execute fall grounds operations, including leaf clearing and debris removal from campus areas, parking lots, and drainage systems
- Safely operate and maintain trucks, tractors, mowers, and power blowers

Conservation & Land Management

- Implement habitat restoration projects and monitor flora and fauna to support forest and pond health
- Maintain 20+ miles of trails, keeping them safe, well-marked, and clear of hazards
- Patrol remote acreage to identify boundary issues, storm damage, or infrastructure needs

Programming & Community Engagement

- Coordinate arrival and logistics for youth groups, corporate retreats, and private rentals
- Support environmental education and ropes course programs when needed
- Lead corporate and community volunteer groups on land improvement projects

What We're Looking For

- 5+ years of experience in land management, camp maintenance, forestry, or related field
- Proficiency operating heavy machinery (tractors, chainsaws) and a solid background in building trades (plumbing, electrical, or carpentry)
- Valid driver's license required; First Aid/CPR/AED certification required within 30 days of hire; Hoisting License preferred
- Physical stamina to hike several miles daily in all weather and lift/carry up to 75 lbs.
- Strong emotional intelligence and communication skills, with the ability to de-escalate conflict and represent Hale with integrity
- Willingness to live on site; residency is required for opening/closing duties, emergency response, and security coverage

Compensation, Housing, and Benefits

Compensation for this non-exempt position ranges from \$85,000 to \$92,000 per year, which includes wages and housing. The actual value varies with the number of hours worked.

- **Schedule:** This position's work week typically requires ~50 hours. Time-and-a-half is paid for time worked over 40 hours per week.
- **Wages:** At \$17.00-\$19.50/hour (based on experience and qualifications), estimated annual cash wages range from \$48,500 to \$56,000.
- **Housing:** On-site housing in a private 2-bedroom, 1-bathroom apartment is provided as a condition of employment and includes utilities and maintenance. This benefit is valued at \$36,000 per year.

Hale's year-round employees are eligible for a robust benefits package that includes:

- **Medical & Dental Insurance:** Multiple Blue Cross Blue Shield medical insurance plans are available, and coverage begins on an employee's start date.
- **Time Off:** This position offers up to 12 paid vacation days during year one. Paid vacation days increase over time. Additional time off includes federal holidays, sick time, personal time, and an end-of-year "resiliency break" (our offices close from Christmas through New Year's Day).
- **COLAs, Retirement, and More:** Hale offers annual cost-of-living adjustments (COLAs) so pay keeps up with inflation, a 403(b) retirement plan with employer matching, employer-sponsored short- and long-term disability benefits, life insurance, and an employee assistance program.
- **Additional Perks:** Employees enjoy discounts and tuition remission on programs and convenient access to 1,200 acres of forests, ponds, and meadows.

You'll live and work on beautiful, protected land, playing a direct role in conserving it for future generations while helping young people and adults connect with the outdoors. If you're someone who takes pride in a well-kept trail, a securely closed gate, and a job that blends physical work with genuine purpose, we'd love to hear from you.

To apply, email a resume and cover letter to Tyler Simpson, Director of Operations (tsimpson@hale.education).

Hale Education is an equal opportunity employer.