



# Director of Prescribed Fire

Audubon Canyon Ranch seeks an experienced prescribed fire professional to lead a team and a movement aimed at stewarding ecosystems, reducing fuel loads, and building community through the application of intentional fire.



Adahlia Cole

## Audubon Canyon Ranch: Our organizational strategy and background

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We believe that **Audubon Canyon Ranch** is an agent of beneficial change. Our [Strategic Plan](#) not only acknowledges that people are part of nature but sets an ambitious road map for landscape-scale stewardship that engages a diversity of hearts, hands, and minds.

We were founded in 1962 to save a major heronry and block commercial development of Bolinas Lagoon in western Marin County, which led the way for the protection of Tomales Bay to the north. Today, we collaboratively steward a system of nature preserves totaling about 5,000 acres across 25 properties in Marin and Sonoma counties, bringing together good fire, stewardship, education, training, and science, on our lands and others, for a more resilient world.

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**Our Mission:** Connecting nature, people, and science for a more resilient world.

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**Our Vision:** A world where the diversity of life thrives, and nature benefits all.

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### Our Values:

**Heart.** We care about the work and each other. We approach our work with humility, generosity, and compassion.

**Boldness.** We work for change, questioning assumptions. We take the right risks. We are adventurous and creative.

**Impact.** We aim to make a significant difference for nature and people. We set clear goals and work smart to meet them.



Michael Horn

## Position Overview and Responsibilities

### **Advancing the mission of Audubon Canyon Ranch**

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The Director of Prescribed Fire leads the Fire Forward program and serves as a leader on the Audubon Canyon Ranch Leadership Team to help advance the mission of Audubon Canyon Ranch by defining overall vision, setting organization-wide priorities, and achieving strategic goals, while maintaining financial, operational, and organizational sustainability.

### **Strong leadership skills and a diverse skill set**

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The Director of Prescribed Fire possesses a set of skills including managing program development, direction, fundraising, maintaining and developing partner relationships, and maintaining safe and effective prescribed fire operations. The Director reports to the Chief Executive Officer and directly supervises and collaborates with the Fire Forward Associate Director, Fire Ecologist, Prescribed Fire Module Lead, Training Programs Manager, Projects Manager, and the Prescribed Fire Information Coordinator.

### **A member of the leadership team**

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The Leadership Team addresses topics relating to programs, human resources, finances, development, communications, and operations, spurring cross-functional thinking. Leadership Team members also attend Board meetings.



# Position Overview and Responsibilities, cont.

## Organizational Leadership

- Ensure cross-organizational collaboration including facilitating the flow of relevant information and ideas
- Horizon scanning to anticipate and identify internal and external changes that require a strategic response or evolution
- Develop, maintain, and represent the organization in various forums

## Prescribed Fire Partnerships

- Build and grow partnerships and relationships with agencies, tribes, regulators, organizations, and other institutions
- Build and grow relationships with private land-owners/land managers as well as prescribed burn community members
- Collaborate with county, state, and national legislators to promote prescribed fire

## Prescribed Fire Training & Education

- Support development and delivery of content and curricula for workshops, trainings, and events
- Attend fire courses and complete wildfire/TREX assignments as needed to support professional development and partnering organizations
- Ensure all National Wildfire Coordinating Group courses are in compliance with Federal standards

## Programmatic Leadership

- Lead the Fire Forward team focusing on collaborative implementation, project prioritization, clear communication, and team cohesion
- Work closely with the development team strategizing program fundraising, donor relations, funder outreach, and proposal preparation
- Work closely with the communications team to strategize programmatic messaging, outreach, and education
- Collaborate with Associate Director to manage program budget, administration, and reporting
- Review and track work schedules and time-sheets and manage for team health and safety
- Support Fire Forward staff to support and/or lead strategic efforts across preserves to use good fire for ecological health

## Prescribed Fire Planning & Implementation

- Work on fireline prescribed burns in various leadership roles to support prescribed burn capacity in the region and build professional development
- Support technical aspects of prescribed burn planning

Adahlia Cole





Erika Lutz

## Desired Experience and Competencies

**A deep understanding of fire ecology and an ability to communicate to a variety of audiences**

Audubon Canyon Ranch seeks an experienced prescribed fire practitioner who brings a deep understanding of fire ecology and behavior, the practice of prescribed fire, conservation, and a strong track record leading and supervising a team.

The ability to clearly communicate complex subjects to a variety of audiences, build consensus, and collaborate effectively is essential. The successful candidate must care deeply about the environment and people and lead with heart and boldness.

We are open to candidates with diverse backgrounds, experience, and transferable skills. We are looking for candidates with the following experience or the ability to develop skills in each of these categories:

### Prescribed Fire and Conservation

- Advanced degree (M.S. or higher) in fire ecology, forestry, or similar and/or qualifications as a burn boss (NWCG RXB1/RXB2 and/or CARX).
- Minimum 5 years of experience in wildland fire, prescribed fire, cultural burns, cooperative burns, federal fire suppression, or any combination thereof
- Experience planning and leading prescribed burns, including coordination with appropriate fire agencies, permitting agencies, partners, and neighbors
- Strong knowledge of terrestrial ecosystems, fire regimes, fire use, invasive species, and natural history

### Leadership and Project Management

- Commitment to understanding issues of power and privilege in interpersonal dynamics
- High degree of emotional intelligence
- Proven ability to engage in a friendly, supportive, and diplomatic manner with people from a wide variety of backgrounds, age groups, and lifestyles
- Dedicated team worker with high level of collaboration, accountability, flexibility, and follow through
- Demonstrated fundraising experience including with state and federal programs
- Experience developing and leading innovative programs, supervising and training staff and volunteers, leadership, and management skills



# Desired Experiences and Competencies, cont.

## Communication and Partnership

- Strong written and verbal communication skills; technical writing and editing expertise
- Experience working collaboratively with non-profit organizations, tribes, landowners, and public agencies
- Effective, friendly, and diplomatic interaction with members of the community, visitors, volunteers, and staff

## Essential Physical Requirements

- Must be able to hike 2 miles over uneven ground in natural areas and variable weather, sit, stand, walk, bend; frequently and repetitively use hands (keyboarding), vision, hearing, speech/ language processes; use computers, scanners, printers, phones, cameras, and other technological equipment; must be able to lift and carry 30 pounds; must be able to operate motor vehicles



Images, clockwise from center: Erika Lutz (2), Sasha Berleman, Sashwa Burrous, Nils Warnock, Paul Sokolowski, Sashwa Burrous, Erika Lutz





Adahlia Cole

# Compensation, Location, and Application Process

## Compensation

This is a full-time, exempt, benefit-eligible position. The anticipated annual salary range for the Director of Prescribed Fire is \$126,000–\$140,000, commensurate with knowledge, abilities, and experience. Relocation support is available.

### Audubon Canyon Ranch's benefits package includes:

- Paid time off including 15 paid vacation days to start, plus 13 paid holidays, and 30 paid sick days annually
- 85% of medical and dental premiums for employee and dependents
- 5% employer contribution to 403B retirement plan after 1 year of employment
- An employee assistance program for mental health, coaching, and financial or legal consultation services
- Recreational access to preserves
- Bring your dog to work (on approval)
- Learning and professional development
- Boot stipend (fire line employees)

## Location

This position is located at Audubon Canyon Ranch's Fire Forward office in Petaluma, California. Field work is required.

## To apply

Please send a resume or CV and a cover letter describing your qualifications that match the position criteria and what you will bring to the role to Julia Clothier, COO [julia.clothier@egret.org](mailto:julia.clothier@egret.org). Include the subject line "Director of Prescribed Fire application." Interested candidates should apply by **May 12** for priority consideration.

## Start date

Late summer/fall 2025

## More information

Learn more about Audubon Canyon Ranch at [egret.org](http://egret.org).

*For additional information regarding this opportunity, please contact Tom Gardali, CEO, Audubon Canyon Ranch, at [tom.gardali@egret.org](mailto:tom.gardali@egret.org).*