



Future Leaders Program Fellowships 2024-2025

Organizational Overview

The mission of the [Aldo Leopold Foundation \(ALF\)](#) is to foster the *land ethic* through the legacy of [Aldo Leopold](#). Based in Baraboo, Wisconsin, we manage, interpret, and preserve the renowned [Leopold Shack and Farm](#) National Historic Landmark, which receives thousands of visitors each year. Our care of this special place continues the Leopold family tradition while demonstrating on-the-ground conservation relevance for the 21st Century. Offsite, too, we reach regional, domestic, and international audiences through a variety of education and land stewardship programs. We impart Leopold's land ethic as described in [A Sand County Almanac](#)—the book for which Leopold is most widely known—by actively engaging educators, citizens, natural resource professionals, and landowners to improve land health in their own communities.

The Aldo Leopold Foundation headquarters is in an idyllic setting surrounded by 4,000 acres of land co-managed as the Leopold-Pines Conservation Area (LPCA) within a 12,000-acre public [Important Bird Area](#). The [Aldo Leopold Legacy Center](#), constructed in 2007, is a LEED Certified Platinum “green” building that is home to the foundation's office space and visitor center.

Future Leaders Program Fellowships Overview

Leadership in conservation is a critical piece to solving the ongoing and emerging environmental issues of today. The Aldo Leopold Foundation's [Future Leaders Program \(FLP\)](#) is designed to provide individuals who have recently completed a bachelor's or master's degree the opportunity to gain experience and grow in seven core areas: conservation leadership, finance and fundraising, applied science and natural history, partnership building, strategic planning, communication, and land ethics. Each of these areas is addressed through a professional development series and applied on-the-job experiences that allow for exploration of each topic and time for each fellow to practice and apply these key elements of leadership.

Future Leaders Program Fellowships specialize in two program areas, **Education & Communications** or **Land Stewardship**, though each receive exposure to other program areas and organization-wide efforts. Fellows also have the opportunity to interact with both a diverse range of conservation professionals and the Leopold community, including Leopold family members.

All applicants must be eligible to work in the United States at the time they apply and have a valid driver's license. **Leopold Fellows must commit full-time to the entire 12-month program.**

Education & Communications Leopold Fellow Position Summary

Education & Communications Fellows support an array of on-site programs, outreach initiatives, and communications efforts, creating opportunities for audiences to learn about Aldo Leopold, the foundation, and our work to advance a land ethic and land health locally and globally.

Education & Communications Leopold Fellow Position Summary

The Education & Communications Leopold Fellows work side by side with experienced staff members to build a wide array of skills needed to contribute to, conduct, and manage education programs at non-profit conservation organizations through firsthand experience in visitor services, program marketing, and program delivery. Leopold Fellows will also gain experience in mission-based communications to a variety of strategic audiences both in-person and across digital platforms. Visitation and programming vary throughout the year, allowing for both periods of high visitor interaction and times of behind-the-scenes work in the office.

Essential Duties and Responsibilities

- Work day-to-day aside passionate education, communications, and development professionals on activities directly in service to the foundation's mission and success.
- Attend professional development trainings focusing on the seven core areas of the Future Leaders Program outlined above. These trainings will constitute approximately 20% of the total fellowship hours.
- Lead and complete an independent project that addresses a critical need of the foundation's strategic planning initiatives. Projects are selected from a pre-determined list.
- Lead interpretive tours of the Leopold Shack and the Leopold Center for conservation professionals, high school and college students, and adult groups. Lead crane congregation tours in November and December.
- Staff the Leopold Center information desk. Tasks include answering phone inquiries about foundation programs and services, orienting visitors to visitation options, selling tour tickets and gift shop merchandise, managing mail and patron donations, etc.
- Assist with social media content creation. Write news articles and blog posts for the foundation's website.
- Design program and event flyers, and contribute to larger interpretive graphic design projects as needed.
- Help promote, organize, and staff public programs, events, workshops, and meeting rentals groups.
- Participate in monthly field days to gain experience in and contribute to land stewardship efforts such as invasive species management, prescribed fire, and prairie planting.
- Become familiar with the life and work of Aldo Leopold and his family while exploring your own connection to and understanding of land ethics.
- Become familiar with the work of all Aldo Leopold Foundation staff and how each staff role contributes to the mission of the organization.
- Other tasks as assigned.

Qualifications Summary

The Aldo Leopold Foundation seeks applicants who have recently completed their bachelor's or master's degree in an environmental studies, marketing and communications, environmental education, or natural-resources related field. Applicants should have excellent communication skills, demonstrated leadership capabilities, and a passion for learning about and executing educational programs and marketing communications for non-profit conservation organizations. Applicants should also be willing and able to lead programs while hiking (1 mile plus) outdoors in all weather and insect conditions.

Land Stewardship Leopold Fellows Position Summary

The Land Stewardship Leopold Fellows contribute to a wide variety of land management activities on land co-managed within the Leopold-Pines Conservation Area. In addition, Land Stewardship Leopold Fellows support and participate in an array of on-site programming, creating opportunities for audiences to join the foundation in its work to advance a land ethic and land health locally and globally.

Land Stewardship Leopold Fellows Position Summary

The Land Stewardship Leopold Fellows work side by side with experienced staff learning new knowledge and skills related to land care. This immersive experience has been formative in shaping participant's conception of a land ethic. Surrounding Aldo Leopold's famous Shack, the property has diverse Wisconsin plant communities ranging from prairies to floodplain forests to sedge meadows to oak savannas. This diverse outdoor classroom provides opportunities to learn first-hand about native plant communities, identify threats to native landscapes, and gain tools and strategies to effectively manage natural areas. As seasons change, management focuses on different activities including invasive species control, prescribed burning, timber stand improvement, prairie planting, educational programming, and more.

Essential Duties and Responsibilities

- Assist with land management activities on the Leopold-Pines Conservation Area. This includes but is not limited to herbaceous and woody invasive species treatment, brush management, timber stand improvement, prescribed fire, prairie planting and establishment, plant identification, mowing, etc.
- Maintain foundation equipment and vehicles. Includes routine maintenance, shop organization, equipment repair, etc.
- Attend professional development trainings focusing on the seven core areas of the Future Leaders Program outlined above. These trainings will constitute approximately 20% of the total fellowship hours.
- Lead and complete an independent project that addresses a critical need of the foundation's strategic planning initiatives. Projects are selected from a pre-determined list.
- Provide support and logistics for on-site programming.
- Lead interpretive tours of the annual Sandhill Crane migration for the public in November and December. Opportunities to lead Shack & Farm tours if desired.
- Become familiar with the life and work of Aldo Leopold and his family. Explore your own connection to and understanding of land ethics.
- Become familiar with the work of all foundation staff and how each member contributes to the mission.
- Other tasks as assigned.

Qualifications Summary

The Aldo Leopold Foundation seeks applicants who have recently completed a bachelor's or master's degree in environmental studies, environmental sciences, or a natural resources-related field. Applicants should have an interest in and passion for learning on-the-ground conservation. The ideal candidate will have demonstrated leadership skills and be adaptable, energetic, and eager to learn. Fellows must be prepared for physically demanding work in a variety of conditions including extreme heat and cold, standing high water, and exposure to ticks and mosquitoes.

Fellowship Term, Schedule, and Compensation

This is a limited-term, full-time, non-exempt position. The fellowship will begin on Tuesday, June 4, 2024 and run through May 17, 2025. Education & Communications Leopold Fellows will have a Tuesday-Saturday schedule June through November 2024 and May 2025, and a Monday-Friday schedule December 2024 through April 2025. Forty hours a week can be expected, primarily during normal business hours (9:00 am to 5:00 pm daily), although some flexibility in scheduling may be required. Land Stewardship Leopold Fellows will work a Monday-Friday schedule most months, except during November and April when more weekend work will be required due to crane season and prescribed burning. Forty hours a week can be expected, primarily from 7:30 am to 4:00 pm daily. All fellows will be paid \$12/hour and receive 40 hours of vacation, 48 hours of sick leave, and 48 hours of floating holiday. Housing is provided on campus in the [Future Leaders Center](#). Fellows will move into the Future Leaders Center on Monday, June 3, 2024. All fellows will receive a \$250 gear stipend to be spent on field gear or attire once onboard. All personal protective equipment will be provided.

Approximate Hiring Timeline

Applications Due: Thursday, February 1, 2024

Zoom Interviews: Mid-February (tentative week of Feb 12th)

Fellowship Start Date: Tuesday, June 4, 2024

Application Procedure

To apply complete the application process by Thursday, February 1, 2024.

1. Applicants must have two academic and/or professional references complete the Fellowship Reference Form located [here](#) by February 1, 2024. Direct link:
<https://survey.alchemer.com/s3/7585238/ALF-Fellowship-Reference-Form>
2. Submit your application materials (resume, cover letter, and essay) to <https://survey.alchemer.com/s3/7585234/ALF-Fellowship-Application-2024>.
 1. Resume (no more than two pages)
 2. One-page cover letter
 3. A 400 or less word response to the following prompt: Describe how you see a land ethic being relevant to issues and opportunities we face in natural and human communities in 2024.

Contact Maria Kennedy at mariak@aldoleopold.org with questions using the subject line: 2024 Fellowship Application.

The Aldo Leopold Foundation recognizes that just as a healthy ecosystem depends on biodiversity, a healthy human society depends on cultural and social diversity. We are committed to expanding the conversation on land ethics by acting to achieve a rich diversity of staff, board, volunteers, members, supporters, and those we seek to engage with our programming. **We encourage applicants to address this foundation goal in their application materials.**

The Aldo Leopold Foundation provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability status, protected veteran status, or any other characteristic protected by law. In addition to federal law requirements, ALF complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.