

**Job Title: RANCH MANAGER****Job Location: Hockley, Texas****Organization Background**

Since 1992, the Katy Prairie Conservancy (KPC) has been working to protect the prairie for people and wildlife while there is still time. We are a nationally accredited 501(c)(3) non-profit organization located in Houston, Texas, and a trusted leader in local land conservation. We are also the largest local land conservation organization, by acreage, in southeast Texas. Over 29,000 acres of the coastal prairie are now protected.

Conservation efforts by the Katy Prairie Conservancy keep land in agriculture for local farmers and ranchers and provide one of the last strongholds for wildlife in the region. KPC's ground-breaking community-based conservation programs afford a place for families to have nature-based adventures, and have earned KPC local, statewide, and national awards. And timelier than ever, these protected lands aid with flood control, contribute to the protection of our watersheds, and create a resilient landscape from the prairie to the Gulf Coast.

**Position Description**

KPC's protected lands include its majority ownership interest in the Warren Ranch, a 6,004-acre working cattle ranch that is owned jointly with two other co-owners who are members of the original family who founded the ranch.

The Ranch Manager will have responsibility of the day-to-day management of the ranch; the Ranch Manager is expected to work as part of a team to achieve the goals established for the ranch and will keep all owners informed of progress.

**MANAGEMENT**

- Define needs and budgets for property management and maintenance
- Work with Warren Ranch accountant to ensure proper recordkeeping and reporting
- Coordinate all aspects of improvement projects, including oversight of contractors, suppliers, etc.
- Control access to ranch; monitor fences, deal with trespass issues
- Maintain structures, tools, and equipment
- Maintain communications with Warren family members

**PASTURE HEALTH**

- Improve and maintain pasture health
- Learn and implement practices for enhancement of native tallgrass prairie and wetlands, including prescribed burns, brush and invasive species control, grazing management.
- Apply for and manage C-GRIP, EQIP, and other programs for funding

- Implement sustainable grazing plan on Warren Ranch as developed internally or with outside consultant

#### *AGRICULTURAL OPERATIONS*

- Review the current ranch practices and manage a healthy and profitable cattle operation
- Supervise Cattle Manager to buy and sell cattle within budgets to optimize herd size and composition
- Supervise Cattle Manager regarding haying, feed needs, and veterinary care
- Supervise and train contractors or ranch hands to assist with ranch operations
- Participate in Federal Farm Programs, including compliance with current Conservation Stewardship Program (CSP) requirements.

#### *OTHER*

- Assist with research groups and others requiring access; maintain viewing platform
- Manage water well usage and relationship with Harris County Subsidence District
- Coordinate as needed regarding third party oil and gas activities

The ideal candidate will understand the balance between having a profitable ranch operation while ensuring the health of the natural resources found on the ranch. The ideal candidate will be willing to attend classes and workshops to learn new practices, work with others in the agricultural, conservation and ranching community, and explore new ideas and programs that will make the ranch a model enterprise.

Applicant must be willing to work in physically demanding conditions, after hours and on weekends, as necessary, in all weather conditions to perform essential job duties. These include the health and welfare of the livestock along with other production and management activities such as hay production and wildlife management activities in addition to helping improve on-the-ground conditions of soil and grassland health. Applicant must have a current driver's license.

Knowledge of or willingness to learn cattle health software, Microsoft Office, Landscape, and other software. Knowledge and ability to use GIS preferred but not required. Degree preferred but not required in agriculture, range management, wildlife biology, natural resources management, or similar.

#### **SALARY**

Commensurate with experience. Other benefits include Health Insurance for Employee and participation in the institutional retirement plan. A truck will be provided. As an exempt, salaried employee, the Ranch Manager is not eligible for overtime.

If interested, please send cover letter and resume or statement of qualifications to Elisa Donovan at [edonovan@katyprairie.org](mailto:edonovan@katyprairie.org). Candidate will be required to pass background check and provide references upon request.

*The Katy Prairie Conservancy (KPC) is a 501(c)(3) land trust accredited by the Land Trust Accreditation Commission. As an equal employment opportunity employer, KPC is committed to maintaining a non-discriminatory work environment, and does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, marital status, sexual orientation, gender identity, or any other characteristic protected by applicable law. KPC is committed to creating a dynamic work environment that values diversity and inclusion, respect and integrity, and innovation.*