

SEASONAL FIRE & STEWARDSHIP CREW

About LAD Foundation & Pioneer Forest

The LAD Foundation was established by Leo A. Drey in 1962 to preserve lands of natural and cultural significance and to undertake related charitable activities. Over time, its holdings expanded to nearly 4,000 acres across fourteen units. These include seven state-designated natural areas leased to the Missouri Department of Conservation; two areas and a trail system leased to the Missouri Department of Natural Resources for management by Missouri State Parks; and nearly 1,000 acres of riparian land under scenic easement to the National Park Service as part of the Ozark National Scenic Riverways. In 2004, Leo and his wife Kay donated their Pioneer Forest—acquired primarily in the 1950s and now encompassing nearly 144,000 acres in six Missouri Ozarks counties—to the foundation. Today, this forest is managed as a conservation and recreation area and serves as a demonstration forest in the public interest.

The LAD Foundation is a Missouri private operating foundation dedicated to exemplary stewardship of Pioneer Forest and other natural and cultural areas. Its mission includes advancing scientific research, education, public recreation, and encouraging projects and policies that positively influence the Missouri Ozark region and beyond.

About LAD's Fire and Stewardship Crew

The crew is based in or near Salem, Missouri, with a primary focus on implementing prescribed fire across Foundation and agency partner lands. Additional responsibilities include eastern red cedar removal, invasive species management, and routine natural area maintenance. The work environment features shortleaf pine–oak woodlands, old-growth shortleaf pine, and glades. This position involves extended periods of outdoor physical labor, often in remote settings, with potential for long and irregular hours. Crew members must be available on short notice when needed, and camping or extended hiking may be required.

Location: Salem, Missouri and Missouri Ozark region

Duration: October 5 – April 2

Hours: 40 hours/week, hourly non-exempt

Salary: \$20.80/hr; overtime is budgeted

Benefits: Housing stipend, flexible start and end dates, flexible unpaid time off for holidays, duty vehicle, and employee development and training.

Essential Job Duties

- Prepare prescribed fire lines and assist with prescribed fires.
- Participate in prescribed fire and wildland fire operations including training, planning, ignition, control, mop-up, suppression, monitoring, and documentation.
- Complete conservation management activities on assigned work areas.
- Perform timber stand improvement and thinning.
- Perform backcountry trail maintenance and boundary line posting.
- Maintain assigned mechanical and field equipment in good working condition.

Education and Experience

- High school diploma or equivalent
- Six months of experience in forestry, wildlife, ecology, outdoor recreation, or agricultural work.

Knowledge, Skills and Abilities

- Qualified as or able to meet qualifications for FFT2, including Introduction to ICS (I-100), Introduction to Wildland Fire Behavior (S-190), Firefighting Training (S-130), and Chainsaw Use (S-212)
- Proficient in the safe operation of chainsaws, 4x4 trucks, trailers, UTVs, pumps, and hand tools
- Strong verbal communication skills
- Ability to work effectively with diverse individuals under stressful conditions and follow instructions closely
- Capable of performing strenuous physical labor for extended and irregular periods under adverse weather conditions, with frequent risk of injury and long hours in remote settings
- Demonstrated interest in landscape conservation, ecological restoration, and natural area management
- Certifications and experience in First Aid, CPR, EMT, Wilderness First Responder, and chainsaw use are beneficial

Work Environment

- Routinely work in outdoor weather conditions, including excessive heat, cold or rain.
- Occasionally exposed to loud noises, which may require the use of hearing protection.

Physical Abilities

- Ability to carry a 45-pound pack over 3 miles of level terrain in 45 minutes or less (Arduous Level Pack Test) and maintain fitness.
- Willingness to do physically demanding work for long and irregular hours.

Location and Housing

The position is based at the Pioneer Forest office in Salem, Missouri, with fieldwork across multiple sites from Montauk State Park to Van Buren and Ellington. A Foundation vehicle is provided for work-related travel, including commuting from home to work sites, with mileage logged daily. A housing supplement may be available for those relocating to the region; note that vehicle use and housing supplements are considered taxable benefits under IRS regulations.

Special Note

Salaried and hourly employees are expected to use a mobile device-cellular phone for LAD business, as needed.

TO LEARN MORE

To learn more about the LAD Foundation visit www.ladfoundation.org. To learn more about the position, you may contact our Chief Ecologist, Dana Morris, at Dana.Morris@ladfoundation.org.

TO APPLY

If you are interested in the position, please submit a resume, cover letter **AND** three professional references as one document to Dana.Morris@ladfoundation.org by August 17, 2026. Include “Seasonal Fire and Stewardship Crew” in the subject line.

DISCLAIMER

This job description is not intended to be all-inclusive; an employee will also perform other reasonably related job responsibilities as assigned by immediate supervisor and other management as required. The organization reserves the right to revise or change job duties as the need arises. This job description does

not constitute a written or implied contract of employment. Management reserves the right to change job descriptions, job duties, functions, and requirements.

EOE STATEMENT

LAD Foundation is an equal opportunity employer and will not discriminate on the basis of race, religion, national origin, sex, age, marital status, sexual orientation, gender identity, gender expression, disability, creed, color, ancestry, medical condition, or any other characteristic protected by law.