



Midpeninsula Regional Open Space District - JOB ANNOUNCEMENT

Supervising Ranger

Annual Salary Range: \$123,202 - \$153,840
(including full benefits with CalPERS pension)

Application Deadline: Sunday, March 8, 2026

Midpeninsula Regional Open Space District (Midpen) is recruiting for a Supervising Ranger to lead patrol operations and help protect the District's extensive open space preserves. The Supervising Ranger is a rewarding leadership opportunity for an experienced professional who wants to make a visible impact in protecting open space and serving the public. We invite qualified candidates to apply!

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! At Midpen, we believe open space is for all. Our public lands are shared spaces provided for the community by the community. All people, regardless of background, deserve respect, dignity, safety, and a sense of belonging. Midpen welcomes all people to enjoy the public open space preserves we hold in trust, supporting the mental, physical, and social well-being of our region.

About the Position: The Supervising Ranger is a dynamic and impactful leadership role with broad responsibility, exercising sound judgement and meaningful independence, while overseeing patrol operations across Midpen preserves. The position leads and mentors a team of sworn district peace officers, coordinates emergency response efforts, builds positive relationships with the public and key stakeholders, represents the District at public meetings, and works collaboratively with departments throughout the organization.

Successful candidates are people-focused leaders who can inspire and guide staff in both day-to-day operations and critical incidents. The role calls for clear and effective communication, the ability to work with tact and diplomacy, and a commitment to public safety and resource protection. Responsibilities also include enforcing applicable laws and regulations; administering first aid, providing Emergency Medical Response as a first responder, operating emergency patrol vehicles and two-way radios; and supporting wildland fire suppression efforts as needed. Work conditions require Supervising Rangers to work weekends, nights, and holidays in all weather conditions. For additional information, please refer to the [Supervising Ranger job description page](#).

Assigned Location: Midpen is currently seeking to fill one Supervising Ranger position, reporting to an Area Superintendent. This assignment is scheduled to begin in July 2026, and will be based at the **Foothills Field Office** in Cupertino (Address: 501 Rancho San Antonio Drive, Cupertino, CA 95014). The District reserves the right to reassign employees to other locations as staffing and service requirements evolve.

In addition to filling this position, we intend to create a pool of highly qualified candidates to fill future opportunities at Midpen for the position of Supervising Ranger. Assigned work locations may be at any of these offices:

- South Area Office (SAO) – Campbell (Address: 240 Cristich Lane, Campbell, CA 95008)
- Foothills Field Office – Cupertino (Address: 501 Rancho San Antonio Drive, Cupertino, CA 95014)
- Skyline Field Office (SFO) – La Honda (Address: 21150 Skyline Blvd., La Honda, CA 94020) [MAP](#)
- Coastal Area Outpost (CAO) – La Honda (Address: 5710 La Honda Road, San Gregorio, CA 94074)

A Few Reasons Why You May Love This Job

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment and contributes to providing nature's benefits to everyone
- You'll be part of a talented and dynamic team of bright, energetic, and motivated professionals with a passion for the outdoors, trails, and preserving open space

- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS).
- Midpen offers a housing program with reduced rental rates to support the protection and maintenance of our lands. Housing may be available for this position.

Working Conditions: Work is performed in a combination of indoor and outdoor environments. Outdoor work includes exposure to inclement weather conditions. This requires the ability to travel on foot, off trail, and in rugged terrain, and to perform all related emergency services, and maintenance work, throughout District lands. Work schedules will vary and will include evening, weekend and holiday hours.

Midpen reserves the right to limit or deny off-duty employment or business ownership which creates a conflict of interest or an incompatibility with District employment. Additional information can be found in the Personnel Policies and Procedures Manual [Section 4.13 Off-Duty Employment and Business](#).

Education and Experience: *We realize your time is valuable, so please apply only if you have at least the required minimum qualifications outlined here: any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to an Associate degree from an accredited college or university and five (5) years of experience working in the protection, operation of a park, forest, public recreation area, or the equivalent. Education and/or experience in law enforcement, resource management, natural sciences, park management, or wildland firefighting, is highly desirable.

Licenses and Certifications:

- Possession of a valid California Class C Driver License (or ability to obtain one upon appointment for candidates possessing an out of state license).
- Possession of a District approved Law Enforcement Training certification.
- Possession of a valid California Penal Code 832 certificate, for appointment as a peace officer.
- Possession of a certificate of completion, or ability to complete, the District's Field Training Program.
- Possession of a valid Emergency Medical Responder (EMR) certificate or equivalent.
- Possession of a valid Professional Rescuer Cardiopulmonary Resuscitation (CPR) certification.
- Possession of, or ability to obtain, the level of certification in the Incident Command System courses as specified under the National Incident Management System (NIMS).
- Possession of, or ability to obtain, a District approved Wildland Fire Suppression Training certification.
- Possession of, or ability to obtain, a POST FTO certificate.
- Possession of, or ability to obtain if assigned, a POST FTO-SAC (Field Training Program Coordinator's Course) Certificate.

Peace Officer Standards: This position requires the incumbent meet the standards for being a Peace Officer as outlined in [Government Code Section 1031](#). This includes successful completion of a PC 832 training or Basic Police Academy within the last three years, unless the applicant is currently working as a California Peace Officer. PC 832 training may be obtained after hire for out of state candidates.

Ready to apply? Great! We welcome your application online at [CalOpps.org](#).

(To avoid missing important email communication about this recruitment, we suggest adding mpropenspace@calopps.org to your contacts or list of safe senders.)

Application deadline is Sunday, March 8, 2026. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered:*

1. Fully completed CalOpps employment application
2. Cover letter
3. Resume
4. Supplemental question responses



**Incomplete CalOpps employment applications, or applications without the required application items listed here, will not be considered for the position.*

Recruitment Timeline: we are unable to accommodate individual schedules:

First Interview (In-Person; Administrative Office – Los Altos): Tuesday, March 17, 2026

Second Interview/Written Exercise (In-Person; Administrative Office – Los Altos): Thursday, March 26, 2026

IMPORTANT: Candidates selected to advance after completing the interview process will be required to successfully complete the Peace Officer Standards & Training Personal History Statement, as well as an in-depth background investigation, fitness testing, DOJ and FBI fingerprinting, psychological evaluation, pre-employment physical to include drug testing. It is recommended to review the 27-page Personal History Statement and the required documents on the POST website at www.post.ca.gov/forms.aspx. Select "Background/Hiring" and form 2-251, Personal History Statement for details on the information and certificates you will be required to provide.

A note to applicants who currently live outside of the San Francisco Bay Area: before committing to the application process, and if you haven't done so already, we suggest evaluating the feasibility of relocation. We recommend researching the cost of living in the San Francisco Bay Area, the cost to relocate, and typical commute times to our field offices from outlying areas.

Midpeninsula Regional Open Space District is an Equal Opportunity Employer

Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at (650) 691-1200 or via email at hr@openspace.org.

Put your passion for Open Space to work!