



Conservation Director, Wild Rivers Land Trust, Port Orford, Oregon

Wild Rivers Land Trust (WRLT) seeks to hire a Conservation Director (CD) to lead their conservation program. The CD develops and implements the Trust's Conservation Plan, and initiates and manages land protection projects through community collaboration. This includes: developing conservation strategies and landowner contacts; easement and fee title negotiations, acquisitions/easements, monitoring and stewardship; grant writing in support of conservation projects. The Director works closely with the Executive Director and the Development Specialist to integrate conservation objectives in the Trust's outreach, fundraising, and communications work plans. A significant portion of the CD salary (up to 50%) is expected to be secured through earned or service income related to conservation projects, easements, and stewardship activities. The CD oversees contractors and volunteers. This fulltime, exempt position requires 40 hours per week with travel and occasional evening and weekend hours. The Conservation Director is supervised by the Executive Director.

Service Area: WRLT's 2 million-acre service area stretches from the Tenmile Lakes and Coos River watersheds in the north to the Oregon/ California border, and from the Pacific Ocean to the headwaters of our wild rivers. It encompasses vast seascapes, multi-generation ranches, four National Wild and Scenic Rivers, ancient forests, and numerous town sites in Coos and Curry Counties.

Our Vision: We envision a wild rivers coast of natural treasures, clean water, healthy forests and scenic vistas. Thriving fisheries, heritage forests, family farms and ranches, and outdoor recreation support our vital rural communities for current and future generations.

Our Mission: Foster voluntary protection of our clean water, fish and wildlife habitat, working forests, farms and ranches, in partnership with landowners and communities through conservation, restoration, collaboration and education.

Essential Duties for the Conservation Director

- Work with Executive Director, Conservation Committee of the Board of Directors, and Board of Directors to set WRLT's strategic direction and conservation priorities, and position WRLT as a leading conservation player in the region.
- Manage the Board of Director's Conservation Committee and present the Conservation Agenda to the full Board of Directors.
- Create and maintain a robust "pipeline" of conservation projects.
- Develop annual conservation work plans that build upon the objectives and goals of the Trust's strategic and conservation plans.
- Lead the Conservation Committee assessments of new projects for their conservation value, stewardship, and funding needs. Coordinate Conservation Committee plans, activities, budget and resource needs with organization-wide capacities and functions.
- Direct conservation activities including acquisitions, securing conservation easements, transfer of acquired lands to appropriate partners, and all other activities associated with protection strategies. Help develop complex and innovative acquisitions and other conservation solutions with landowners and other stakeholders.
- Oversee contractors and volunteers.

- Oversee the refinement, implementation, and maintenance of the recordkeeping system for transactions in compliance with LTA Standards and Practices and WRLT policies. Implement policies and procedures consistent with Land Trust Alliance's *Standards and Practices*. Assist with accreditation process with the Land Trust Accreditation Commission.
- Ensure conservation program accountability and compliance with internal policies and procedures and with external (donor/legal) requirements, including grant and other reporting.
- Work with the Executive Director to develop and implement government relations, public policy, and funding strategies in support of WRLT's conservation programs and initiatives. Provide the Executive Director with timely, comprehensive communications about WRLT's conservation program to support strategic and fundraising objectives on behalf of WRLT.
- Establish effective external relationships with regional partners including watershed councils, soil and water conservation districts, state and federal agencies, businesses, landowners, tribal leadership, universities, and others to achieve large scale conservation outcomes across the region.
- Secure funding for conservation projects through relationship building, grant writing and participation in development initiatives including private donor cultivation, events, and tours.
- Support the Executive Director and Development Specialist in securing private funding for conservation and organization-wide initiatives, including grant preparation, major donor cultivation, and gift solicitation.

Required Qualifications

- A demonstrated background in and commitment to land conservation.
- Bachelor's Degree required with preference in the fields of natural resources, agriculture, forestry, law, or sciences.
- Minimum 2 years of directly applicable work in land conservation with demonstrated success, non-profit management or experience a plus.
- Knowledge of land trusts and their role in voluntary, private land conservation.
- Demonstrated success negotiating agreements and managing complex projects from start to finish.
- Excellent oral and written communication skills and experience communicating with diverse stakeholders, including private landowners, board members, donors, government agencies, the media, and conservation partners.
- Exceptional interpersonal skills with the ability and personality to work collaboratively, accept responsibility, as well as ability to work independently and show initiative.
- Proven organizational skills and strong attention to detail and record keeping.
- Willingness to work occasional evenings and weekends.
- Ability to walk a minimum of one mile over rough terrain, navigate in remote areas, and work independently under physically demanding conditions, including inclement weather.
- Competent with standard computer software, including MS Word, MS Excel, internet and email.
- Valid insurable driver's license and vehicle.

Preferred Knowledge, Skills and Abilities

- Knowledge of real estate, protection techniques, and land conservation principles and stewardship.
- Knowledge of natural resources, biology, forestry, agriculture, and/or related sciences.
- Experience with grant writing, budgets, and demonstrated success in receiving public and private funding.
- Experience working with databases.
- Experience with GIS, ESRI ArcView, and other mapping tools a plus.
- Demonstrated ability to plan, organize, and carry out complex transaction tasks over long time periods.
- Ability to work on projects that may include complex financing arrangements.
- Knowledge of regional flora and fauna a plus.
- Experience with volunteer coordination.

Compensation

Starting salary is \$45,000-\$55,000 depending on experience. Wild Rivers Land Trust provides in additional compensation for health benefits or SEP-IRA (1.1666% of salary), and paid leave time. This is a full-time exempt position, based in Port Orford, Oregon. Reports to Executive Director. The Wild Rivers Land Trust is an equal opportunity employer.

Conservation Director Responsibilities and Time Allocation

1) Develop and implement WRLT's Conservation Plan: 55%

Development and implementation includes: outreach with landowners, partners and stakeholders, governmental entities, civic groups and media; developing and completing land acquisitions including appraisals and baseline documentation reports; developing, monitoring and implementing conservation easements; preparing and implementing management plans for all appropriate projects; land stewardship.

The CD is responsible for:

- Monitoring and managing WRLT owned properties to assure conservation values are sustained;
- Assessing restoration needs and implementing projects as needed;
- Creating and updating management plans as needed;
- Communicating regularly, annually at a minimum, with conservation easement grantors and successors, and providing required reports;
- Overseeing contractors, and volunteers;
- Creating and maintaining a robust pipeline of projects independently or collaboratively across the WRLT service area.
- It is expected that the Conservation Director will support up to 50% of their salary through service or earned income related to conservation projects, easements, and stewardship.

2) Project Evaluation and Collaboration: 20%

The Conservation Director will help build stronger and more productive partnerships with communities and partners on a regional and national scale. The intent is to ensure that the Land Trust is, and is

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recognized as, a preferred, reliable partner for providing protection and stewardship services, and for supporting conservation efforts on a regional and local scale. Specific duties include:

- Develop and enhance key partnerships with communities, agencies and conservation organizations on a regional scale
- Represent and speak on behalf of the Land Trust
- Investigate and evaluate all potential conservation projects in conjunction with the Conservation Committee.
- Participate in collaborations with agencies, councils, municipalities and other organizations as appropriate to further WRLT programs

3) Fundraising: 15%

- Seek funding for acquisitions, restoration projects, conservation services and stewardship endowments in coordination with the Executive Director.
- Initiate and lead outreach lectures, hikes, and conservation workshops.
- Participate in WRLT events for cultivating donors and fundraising.

4) Administration: 10%

- Manage database, photo archives, maps, and
- Maintain all conservation records, and lead or assist with sponsor reporting requirements.

To Apply

Email a cover letter of interest, resume (PDF preferred), and contact information for three references to Ann Schmierer, Executive Director, ann@wildriverslandtrust.org with "Conservation Director" in the subject line. Please visit our website for more information: www.wildriverslandtrust.org.

Applications are only accepted electronically. Position will remain open until filled.