



Job Title: Conservation Lead

Salary Range: \$54,000 - \$64,000

Location: Astoria Office (with regular travel to the Vancouver Office)

Reports To: Conservation Director

Appl. Deadline: Open until filled - Applications will be reviewed beginning January 22nd.

Columbia Land Trust is seeking a **Conservation Lead** to join its passionate team!

Columbia Land Trust is dedicated to conserving and caring for the lands, waters, and wildlife of the Columbia River region through sound science and strong relationships. In its first 27 years, Columbia Land Trust has permanently conserved more than 32,000 acres, an area equivalent to six of Portland's Forest Parks, and has restored thousands of acres for the benefit of both wildlife and local communities. Today, the Land Trust is nationally recognized as a leader in conservation.

Columbia Land Trust recently embarked on a 25-year plan to conserve the lower Columbia's last, best places by blending rigorous science and strong partnerships. This conservation agenda outlines objectives for protecting and restoring wildlife habitat and natural resources across five varied regions, from the wetlands and old-growth forests of the Coast Range and Estuaries to the sagebrush-steppe of the Columbia Plateau and everywhere in between. Core to the conservation agenda is a commitment to supporting a more inclusive and equitable conservation movement, arriving at common ground conservation solutions. Together, we are protecting a future that is thriving, prosperous, and wild.

Columbia Land Trust is an equal opportunity employer and committed to building a diverse workforce. We are [committed to equity](#) as a core organizational value. Applicants should be able to demonstrate a commitment to issues of diversity, equity, and inclusion. People of color are strongly encouraged to apply.

Columbia Land Trust's Coast Range and Estuaries office is located in downtown Astoria, OR and the Land Trust's headquarters are in Vancouver, WA. For more information about us, visit our website at columbialandtrust.org.

Based in Columbia Land Trust's Astoria office, the Conservation Lead reports to the Conservation Director, who is based at the Vancouver office. The Conservation Lead is responsible for developing relationships with communities, partners, and landowners, and knowing the natural resource benefits and priorities of Clatsop and Columbia counties in Oregon and Pacific, Wahkiakum, and Cowlitz counties in Washington. The Lead develops innovative and traditional conservation projects that support the conservation priorities of the Land Trust. This position is responsible for implementing long-term conservation strategies while fostering a culture of stewardship in local communities. Within this context, the Land Trust is committed to the development of a multicultural work environment.

Essential Duties:

Project Identification and Development

- Lead conservation planning efforts within the Coast Range and Estuaries Ecoregions and contribute to region-wide conservation planning;
- Meet with partners, community leaders, and landowners to understand social and cultural issues and priorities;
- Develop conservation projects based on strategic priorities;
- Regularly contribute to Conservation Team (and overall staff) in the analysis of conservation projects and other organizational topics;
- Confer with relevant individuals and organizations including county commissioners, tribal representatives, state and federal agencies, conservation partners and landowners to develop conservation projects;
- Develop and maintain relationships with external conservation practitioners and organizations to foster information sharing, conservation partnerships, funding, and project development;
- Complete initial property research regarding natural resources, real estate issues and ownership;
- Contact priority landowners to determine project feasibility and willingness to sell/donate;
- Develop budgets and work with public, nonprofit organizations, foundations and private donors to secure funding to conserve land, using a variety of funding and finance tools.

Transaction Management Activities

- Plan and implement land protection projects and manage all land protection project assignments, tracking project budgets, timelines, and engaging contractors and internal resources;
- Work with landowners, appraisers, attorneys, public officials, surveyors, consultants and title companies to complete land transactions;
- Display strong communication and relationship skills including writing, presentation, and negotiation skills required in working with culturally diverse landowners, community members, contractors, political figures, agencies, stakeholders and co-workers. Includes the ability to communicate effectively and remain calm and courteous under pressure;
- Present projects to internal staff committees, Conservation Committee, and Board of Directors for review and approval.

Public Support and Funding Development

- Present to public groups, grantors, clubs, agencies, organizations and other interested parties and entities, sometimes in challenging and/or complicated environments;
- Work with public, tribal, and private partners to gain support for projects;
- Assist, when appropriate, public or private partners with stakeholder communications, to secure funding for land or easement purchase and to coordinate the acquisition process;
- Write grants; track grant management and metrics for particular projects/budgets; understand and follow grant guidelines;
- Monitor projects to ensure project deadlines are met and communicated to appropriate partners, stakeholders, and other interested parties;

- Uphold and advance the Land Trust's equity commitments through project development, communications, and internal and external relationships;
- Participate in outreach, fundraising, and other activities to support organizational development and growth.

Qualifications:

- Bachelor's degree from four-year college or university, preferably with natural resource focus or a related field.
- 2-5 years of related experience within a natural resources field and knowledge and experience in real estate transactions; or equivalent combination of education and experience;
- Personal interest in and commitment to conservation of the natural environment;
- Capable of managing various tasks and a strong track record demonstrating initiative and results in a complex environment;
- Solutions-oriented with attention to detail;
- Good project management, fundraising, and organization skills;
- Strong communication skills, both oral and written;
- Culturally astute and responsive with a strong appreciation for and comprehension of cultural, racial, and personal diversities – the candidate must have skills in identifying issues and promoting inclusion and responsiveness in all aspects of their work;
- Comfortable speaking in public and completing initial landowner outreach;
- Comfortable working in remote/rural locations;
- Proficient with Microsoft Office; familiarity with GIS and mapping software a plus;
- Demonstrated ability to attract support, build relationships, and develop strategic partnerships;
- Able to respond creatively and with good judgment to challenges;
- Exercises high ethical standards.

Salary and Benefits:

Columbia Land Trust offers a competitive salary, comprehensive benefits package and a supportive and positive work environment. The Land Trust benefits package includes generous paid vacation, holidays, and sick leave. Columbia Land Trust pays 100% of health and dental insurance for full time employees; voluntary benefits include a Section 125 - FSA and long-term disability. We also offer a generous match (up to 5% of annual salary) to our 401(K) retirement plan. Employees are allowed to bring well-behaved dogs to work. Healthy, happy staff are an important element to our success and we believe in work / life balance.

Application Instructions:

For consideration, please email your resume, list of potential references and a cover letter with relevant experience to: jobs@columbianlandtrust.org. The position is open until filled.

Applications will be reviewed starting on January 22, 2018.



Equity Commitments

Columbia Land Trust has historically seen itself as a nature-serving organization, divorced from issues of equity and social justice. Today, we recognize that these issues are inextricably linked. We acknowledge that we have been slow to elevate equity as a core organizational value. We can and should do better.

We recognize that exclusion and displacement are woven into history of the American conservation movement. The foundation of conservation work, land ownership, is a vehicle through which institutionalized racism consolidates power and furthers inequities. Today, communities of color and underserved communities are disproportionately burdened by the adverse impacts of land use and environmental policy decisions. By failing to acknowledge these inequities in the past, we play a role in perpetuating them in the present.

We also recognize that our organization does not represent the current diversity of the Columbia River region. If we wish to remain relevant, grow more effective, and garner broader support for conservation, we must become more culturally responsive.

Solving the challenges facing our environment will require new ideas, collaboration, and unique perspectives. A more diverse, inclusive conservation movement is a stronger, more innovative movement.

Moving forward, Columbia Land Trust is firmly committed to becoming a more culturally responsive organization.

Specifically, we are committed to:

- Fostering an inclusive environment; embracing differences and ensuring that any individual or group feels a sense of belonging; feels respected and valued, and feels a level of supportive energy and commitment from others so that they can do their best work.
- Developing an equity lens through a deep analysis and recognition of the role past conservation efforts have historically played in creating barriers to equitable conservation. We commit to applying this lens to our policies,

practices, and procedures, and to removing barriers to access.

- Engaging local communities of color in decision-making, and working on building deeper relationships. We will work together to identify barriers and organizational intersections.
- Training our staff on inclusive communication and interrupting oppression. We are also committed to providing education and awareness around institutional racism, as well as historical and persisting inequities pertaining to conservation, land ownership, and environmental impacts within our service area.
- Actively supporting policy priorities benefitting diverse communities and communities of color. When we consider supporting conservation policies, we will work to acknowledge and better understand their equity implications.
- Maintaining a Diversity, Equity & Inclusion Committee that is active, provides continuous learning opportunities, and holds the organization accountable.
- Shifting our staff and board to be more representative of the growing diversity across the Columbia River region.
- Serving as a resource for other conservation groups, knowing that we are imperfect, and that we have a long journey ahead of us.
- Taking risks and challenging ourselves.