



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

Since 1990, Columbia Land Trust has protected, in perpetuity, over 28,000 acres of lands along the lower 250 miles of the Columbia River. A majority of the protection has been accomplished with land ownership, with significant holdings as conservation easements or other conservation agreements, as well as transfer of land to public agencies. The Land Trust has approximately 3,200 members in Oregon and Washington and has embarked on an ambitious plan to expand public awareness and participation in the conservation of the great lands of the Columbia River region. Columbia Land Trust's headquarters are located on the campus of beautiful Fort Vancouver, WA. For more information about us, visit our website at columbialandtrust.org.

Based in Columbia Land Trust's Hood River office, the Conservation Lead is responsible for developing relationships with communities, partners, and landowners, and knowing the natural resource benefits and priorities of Hood River and Wasco Counties in Oregon and Klickitat and Skamania Counties in Washington. The Lead develops innovative and traditional conservation projects that support the conservation priorities of the Land Trust. The first year for this position will focus on implementing the strategic plan through conservation planning and relationship building toward the long term goals of enduring conservation strategies and fostering a culture of stewardship.

Essential Duties: other duties as assigned

Project Identification and Development

- Lead conservation planning efforts within the East Cascades and Columbia Plateau Ecoregions and contribute to region-wide conservation planning;
- Strategically 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 stakeholders including county commissioners, agencies, 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;
- Research natural resources, real estate issues and ownership, and contact landowners;
- 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 appropriate contractors and internal resources, as appropriate;
- Work with landowners, appraisers, attorneys, public officials, surveyors, consultants and title companies to complete land transactions;
- Display excellent communication skills including presentation, persuasion, and negotiation skills required in working with landowners, contractors, political figures, agencies, stakeholders and co-workers. Includes the ability to communicate effectively and remain calm and courteous under pressure;
- Present projects to the Land Trust Conservation Committee and Board of Directors for review and approval.



- Participate in fundraising and other activities to support organizational development and administration.

Public Support and Funding Development

- Present to public groups, granters, clubs, agencies, organizations and other interested parties and entities, often in challenging and/or diverse environments.
- Work with private and public partners to gain support for projects;
- Assists, where 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. Understands and follows grant provisions;
- Monitor projects to ensure project deadlines are met and communicated to appropriate partners, stakeholders, and other interested parties;

Qualifications:

- Bachelor's degree from four-year college or university.
- 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.
- Capable of managing diverse tasks and a strong track record demonstrating initiative and results in a complex environment;
- Solutions-oriented with attention to detail; pragmatic with an eye to the future;
- Good project management, fundraising, and organization skills;
- Strong communication skills, both oral and written;
- Demonstrated ability to attract support, build relationships and develop strategic partnerships;
- Self-starting and highly collaborative; inspires confidence and trust in others;
- Tenacious, able to respond creatively and with good judgement to challenges;
- A hard worker, willing to be hands-on and brings optimism and a high energy level to daily work;
- Exercises high ethical standards.

The starting salary range for this position will be \$52,121 - \$62,546 per year, depending on experience.

For consideration, please email your resume, list of potential references and a cover letter with relevant experience to: jobs@columbialandtrust.org by January 22.

Columbia Land Trust is an EEO employer. For more information about us, please visit columbialandtrust.org.