

HEADQUARTERS  
850 OFFICERS' ROW  
VANCOUVER, WA 98661



CONTACT  
TEL: 360.696.0131  
FAX: 360.696.1847

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

Since 1990, Columbia Land Trust has protected, in perpetuity, over 29,000 acres of lands along the lower 250 miles of the Columbia River. The majority of the protection has been accomplished through land ownership, conservation easements, and transfers 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. In addition, the Land Trust strives to communicate effectively and respectfully within the context of varying beliefs, behaviors, orientations, identities and cultural backgrounds. 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](http://columbialandtrust.org).

Based in Columbia Land Trust's Vancouver office, the Conservation Lead reports to the Conservation Director and is responsible for developing relationships with communities, partners, and landowners, and knowing the natural resource benefits and priorities of Columbia, Washington, Yamhill, Multnomah, and Clackamas Counties in Oregon and Cowlitz, Clark, and Skamania 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. Applicants who represent and demonstrate a commitment to issues of diversity, equity and inclusion are encouraged to apply.

## Essential Duties:

### *Project Identification and Development*

- Lead conservation planning efforts within the Willamette Valley – Puget Trough and West Cascades 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.

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#### *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 and in keeping with Land Trust land protection processes and procedures;
- 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 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 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, preferably with natural resource focus.
- 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 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;
- 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;

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- Proficient with Microsoft Office; familiarity with GIS and mapping software a plus;
- 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: <mailto:jobs@columbialandtrust.org> by July 18, 2016.

Columbia Land Trust is an Equal Employment Opportunity employer. For more information about us, please visit [columbialandtrust.org](http://columbialandtrust.org).

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