



## Columbia Land Trust

CONSERVING THE NATURE YOU LOVE

**Job Title:** Engagement Program Manager

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

**Location:** Vancouver Office

**Reports To:** Conservation Director

**Appl. Deadline:** Open until filled - Applications will be reviewed beginning January 22<sup>nd</sup>.

Columbia Land Trust is seeking an **Engagement Program Manager** to join its passionate team!

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 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 community 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's headquarters are located on the campus of beautiful Fort Vancouver, WA, just across the Columbia River from Portland, OR. For more information about us, visit our website at [columbialandtrust.org](http://columbialandtrust.org).

**Based in Columbia Land Trust's Vancouver office**, the Engagement Program Manager is a new staff position whose primary responsibility will be to develop and guide the direction and implementation of Columbia Land Trust's engagement work as envisioned in its Conservation Agenda. The Columbia River region enjoys a diversity of natural places, wildlife and human cultures, and we believe successful and powerful conservation solutions will reflect that diversity. Understanding how people utilize and value natural resources informs and shapes our long term success in conservation just as science informs our protection and management strategies. Columbia Land Trust is dedicated to forms of conservation that are enabled through the lens of equity and inclusion so that we advance projects that conserve nature in the context of stronger, more diverse, and resilient communities.

In addition to being a relationship builder for the Land Trust, the program manager will support staff in developing relationship tools and strategies, will facilitate meetings with local stakeholders and partners, and will support implementation of projects to advance strategic engagement objectives. The engagement program will uphold and strengthen organizational values and guiding principles: authenticity, respect, generational responsibility, equity, innovation, adaptation, and strong relationships.

### **Essential Duties**

- Work with conservation and advancement staff to develop, prioritize, and implement engagement opportunities throughout our service area in alignment with the organization's conservation priorities and long-term goals;
- Ensure the principles of diversity, equity, and inclusion are actively integrated into engagement approaches across program areas;
- Develop engagement program structure and functions that promote clear and collaborative communication between all program areas;
- Develop prioritization methods for engagement opportunities across the service area;
- Build relationships and form partnerships with community leaders and organizations to advance the Land Trust's mission and objectives;
- Identify and support procurement of new funding sources for engagement program;
- Develop training opportunities to improve staff and Board effectiveness in engagement;
- Collaborate with fundraising staff to ensure outreach events align with the conservation agenda and to cultivate new donors where appropriate.

### **Qualifications**

We are seeking candidates who excel in relationship building, are results oriented, and have strong program management skills. A successful engagement manager candidate will likely have:

- Two to five years of relevant work experience – may include advocacy, project management, conservation, community building, political science or communications;
- Demonstrated ability to attract support, build relationships, and develop strategic partnerships among culturally diverse populations;
- Strong track record demonstrating initiative and results in a complex environment;
- Proven relationship building and conflict resolution skills;
- Strong communication skills, both oral and written;
- An undergraduate degree in a related field such as natural resources, communications, or environmental advocacy / policy or comparable professional training and experience. Candidates are also encouraged to share relevant personal / life experience.

A successful engagement manager will also:

- Manage a wide array of tasks;

- Demonstrate a high level of emotional intelligence, confidence, and competency when working with people to collaborate and build trust
- Respond creatively to challenges – finding ways to move complex conversations and partnerships forward;
- See opportunity and make connections with partners and individuals while advancing a strategic direction;
- Exercise high ethical standards;
- Uphold and advance the Land Trust’s equity commitments, both internally and with all community relationships.

**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 a 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 of 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@columbialandtrust.org](mailto:jobs@columbialandtrust.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.