



<b>Job Title:</b>	Conservation Director
<b>Salary:</b>	\$85,462 – \$123,920
<b>Location:</b>	Vancouver, WA Office
<b>Reports To:</b>	Executive Director
<b>FLSA Status:</b>	Exempt
<b>Deadline:</b>	Open until filled. Interviews to begin mid-October

Columbia Land Trust is seeking a **Conservation Director** to join our 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 30 years, Columbia Land Trust has permanently conserved more than 56,000 acres and restored thousands of acres across our ecologically diverse region, for the benefit of both wildlife and communities. Today, the Land Trust is nationally recognized as a leader in conservation.

The work of Columbia Land Trust is guided by a 25-year conservation plan to conserve the highest priority landscapes across 250 miles of the lower Columbia River. This Conservation Agenda is rooted in science and relationships, and outlines objectives for protecting and restoring wildlife habitat and natural resources across five ecoregions, from the wetlands and old forests of the Pacific Coast and Columbia River Estuary to the sagebrush steppe of the Columbia Plateau. Core to the Conservation Agenda is a commitment to supporting inclusive, equitable, and just conservation through diverse collaborations and thoughtful land management practices.

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. Applications should be able to demonstrate a commitment to issues of diversity, equity, and inclusion. We encourage Black, Indigenous, and People of Color, LGBTQ+ people, and people from groups who are underrepresented in conservation spaces to apply for this opportunity.

### **Purpose of Position**

The Conservation Director reports to the Executive Director and is a key member of the Land Trust's management team. Their work will focus on accomplishing our long-term strategic plan, which we call our Conservation Agenda. The Conservation Director will lead a team to identify, implement, and complete conservation projects and transactions that allow Columbia Land Trust to accomplish the ambitious goals outlined in our Conservation Agenda. This includes scientific evaluation, collaboration, communication, and relationship building in order to foster an ethic of care and advance our overall regional impact.

As a part of the senior leadership team, all Directors are expected to work collaboratively to achieve successful organizational outcomes by developing strategic priorities and ensuring decisions are based on both sound conservation science and strong relationships. Strategic and operational decisions should advance the values, vision, and mission of Columbia Land Trust. This will require you to embed

the organization's values throughout your work; modeling excellence, accountability, integrity, collaboration, and innovation, and centering on a commitment to equity.

### **Essential Duties of the Role**

- **Conservation Science Strategy**
  - Lead and uphold the Conservation Agenda, Columbia Land Trust's 25-year strategy that guides our operational planning.
  - Embed science-based approach throughout our systems, data management, and relationships.
  - Be accountable for both the Conservation team budget, and strategic financial approaches for securing conservation goals, i.e., identifying appropriate grant opportunities.
  - Work with the Stewardship team to identify, implement, and communicate conservation opportunities and outcomes that advance our vision and mission.
  - Strategically cultivate relationships and partnerships with individuals, agencies, and organizations, including presenting the Land Trust's work to external audiences as needed.
  
- **Transaction Strategy and Operations**
  - Lead Conservation team to develop and implement strategies for land acquisition and conservation easements to meet overall land protection goals.
  - Oversee prioritization of potential projects in coordination with staff, Directors, and the Executive Director.
  - Build cooperative strategies to secure government and private financing for approved projects.
  - Collaborates with Stewardship staff and Directors on management planning for acquired sites and easement properties and on project due diligence.
  - Supports Communication and Development priorities around project announcements and media relations.
  - Oversee compliance of transaction related policies and procedures, including maintaining processes to uphold Land Trust Alliance Accreditation.
  
- **People Management**
  - Provide direct supervision to the Conservation Team, which currently includes two Conservation Leads, a Transaction Coordinator, a GIS Manager, and a GIS Coordinator.
  - Empower and support team members with timely and effective coaching and direction.
  - Act as a lead example for living into our values, equity commitments, diversity goals, and commitment to strong relationships.
  - Continuously improve leadership skills and effectiveness.
  
- **Relationships**
  - Uphold strong relationship with the Board of Directors, including as staff liaison for the Board's Conservation Committee.
  - Serve as a key member of the organizational leadership team.
  - Cultivate individual relationships with key external partners.
  - Support Advancement and Communication Teams in sharing the Conservation Agenda and our science-based approach at public events, with donors and supporters, and via Land Trust communication channels.

### **Competencies Required to Perform this Job**

- Values-based leadership skills.
- Strength in strategic thinking and operational delivery of strategic goals.
- Knowledge of contemporary conservation science principles.
- Excellent written and oral communication skills, including public speaking.
- 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.
- Ability to undertake short-term projects as needed, and/or in cooperation with other Directors.
- Proficient with Microsoft Office; familiarity with GIS and mapping software a plus.
- Aptitude for building support and rapport with others, ability to work collaboratively.
- High ethical standards.
- Ability to understand dependencies between your team's work and the work of others.

### **Qualifications**

- 7+ years of related experience at a leadership level.
- Bachelor's degree or higher, preferably with a focus on environmental management or the sciences.
- Valid Driver's License required.

This role is a full-time permanent position. The Land Trust is committed to a positive work-life balance. This role will require the Director to manage their workload to accommodate the flexibility needed to work some evenings and weekends. The role will require travel at times across the Columbia Land Trust service area, and the physical ability to traverse various terrain. This includes wetlands, metro-urban communities, rural landscapes, forests, and steep, uneven landscapes.

### **Salary and Benefits**

Columbia Land Trust offers a competitive salary, comprehensive benefits package, and a supportive and positive work environment. The full salary range for this position is \$85,462 – \$123,920. 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 and happy staff are an important element to our success, and we believe in work / life balance.

### **Application Instructions**

To be considered please email your resume, list of potential references, and a cover letter to: [jobs@columbialandtrust.org](mailto:jobs@columbialandtrust.org).

In your cover letter, let us know why you value conservation in the Pacific Northwest and why you want to be a part of our work at Columbia Land Trust. The position is open until filled. **Applications will be reviewed starting on September 5<sup>th</sup> with interviews beginning in mid-October.**