



Job Title: Conservation Manager
Location: Vancouver, Washington
Salary Range: \$76,688 - \$107,362 annually
Reports To: Conservation Director
Duration: Full-Time, 40 hours per week
FLSA Status: Exempt
Application Deadline: November 23, 2025

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

About Us

Columbia Land Trust is dedicated to conserving and caring for the vital lands, waters, and wildlife of the Columbia River region through sound science and strong relationships. In our first 30 years, Columbia Land Trust has permanently conserved more than 60,000 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 and locally appreciated as a part of the communities where we live and work.

At Columbia Land Trust, we often talk about our impact in terms of a science-forward approach to lands, waters, and wildlife. However, just as important is how we work, through building and maintaining strong relationships. We set ambitious long-term goals that we know are only achievable by living up to our commitments to support more equitable conservation through diverse collaborations and thoughtful land management practices. We strive to ensure that all our employees, colleagues, and partners feel a sense of belonging, and that their contributions to achieving our mission are valued. Columbia Land Trust is an equal opportunity employer and committed to building a workforce that fosters this sense of community and inspires conservation achievement and gives space for personal growth.

Columbia Land Trust's headquarters are located on the historic Fort Vancouver campus near downtown Vancouver, Washington. Additional Land Trust offices are located in Astoria, Oregon, and White Salmon, Washington. This position will be based out of our Vancouver, Washington office. For more information, please visit www.columbialandtrust.org.

Summary

As **Conservation Manager**, you'll help shape the future of the lower Columbia River region. This position advances urgent, meaningful work, protecting the most ecologically intact and best-connected lands and waters before they're lost. In this role, you'll lead innovative, relationship-based conservation projects that deliver lasting ecological and cultural benefits in both Oregon and Washington. If making a tangible, positive, difference for the lands, waters, and communities of the Pacific Northwest is what motivates you, we want to hear from you.

Essential Duties:

- Employs long-term vision, a strong drive to achieve land conservation outcomes, excellent relationship building skills, and creative conservation finance strategies to lead the conservation team's real estate transaction work across Columbia Land Trust's 15,000 mile² service area.
- Advises on and contributes to Columbia Land Trust's conservation strategic plan and collaborates

with the Conservation Director to develop strategic, advocacy, and policy priorities, including engagement with elected officials and participation in relevant committees.

- Develops and implements strategic conservation projects across Columbia Land Trust's service area in alignment with our conservation plan, serves as the primary project lead, and effectively manages and coordinates landowners, funders, contractors, attorneys, public officials, and title companies.
- Supports real estate conservation team staff through effective supervision, priority setting, and transaction problem solving.
- Contributes to the Conservation team's outcomes and approach by analyzing and advising on conservation projects led by conservation team members.
- Ensures a consistent, multi-year pipeline of conservation transactions that advances the Land Trust's mission.
- Engages with landowners, Tribal representatives, state and federal agencies, conservation partners, and elected leaders to develop projects and understand their social, economic, and cultural contexts.
- Proactively contacts landowners to assess project feasibility, maintain relationships, and facilitate effective negotiations.
- Develops project budgets; researches and secures public and private grants for land acquisitions; supports grant strategy development led by other team members.
- Supports public, Tribal, and private conservation partners in securing funding for and advancing partner-led conservation work in alignment with Columbia Land Trust's priorities.
- Conducts initial site analysis, including research on natural resource features, conservation values, ownership opportunities, and real estate related barriers.
- Plans, implements, and tracks land conservation projects, budgets, timelines, contractors, and internal resources.
- Presents projects to staff committees, the Conservation Committee, and the Board of Directors for review and approval.
- Participates in outreach, fundraising, and other activities to support organizational development.

Qualifications

Columbia Land Trust seeks applicants with skills and experience in some of the listed tasks or similar work. Training will be provided to ensure qualified candidates can safely and effectively perform the job.

Accommodation may be available for individuals with disabilities to enable them to fulfill essential job functions.

Required Skills & Experience

The following are representative of the knowledge, skill, and/or ability needed to perform the duties of the job. Some experience with one or more of the following is preferred, with some training available to help build existing skills to reach the skill level needed. Both professional and personal life experience will be considered.

- Bachelor's degree with a focus on natural resources, environmental management, or a related field.
- A minimum of five years of relevant experience, including supervisory experience.
- Demonstrated ability to lead a team to achieve its strategic goals and operational priorities associated with conservation easement and fee acquisition projects.
- Effective written and oral communication skills, including public speaking.

Preferred Skills and Experience

- Possesses effective problem-solving skills, adaptability, and strong interpersonal abilities.
 - Highly organized and collaborative, with ability to manage time and responsibilities.
 - Evident passion for the mission and values of Columbia Land Trust and a desire to increase impact.
 - Proficient with Microsoft Suite; familiar with GIS and mapping software a plus.
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Salary and Benefits

Columbia Land Trust offers a competitive salary, a comprehensive benefits package, and a supportive and positive work environment. The full salary range for this position is \$76,688 - \$107,362 annually. The estimated starting salary will be \$76,688 - \$92,025 annually, depending on our internal equity review and review of candidate's qualifications and experience.

The Land Trust benefits package includes:

- Paid vacation.
- Holidays.
- Sick leave.
- 100% covered health and dental insurance premiums for three-quarter to full-time employees.
- Voluntary benefits include Section 125 - FSA and long-term disability.
- A match (up to 5% of annual salary) to our 401(K)-retirement plan.
- Cell Phone Reimbursement.

Application Instructions

To be considered for the Conservation Manager position, please email your resume, a cover letter highlighting relevant experience and how you would contribute to our team and mission, and a list of three references to **jobs@columbialandtrust.org**.

Mailed applications can be submitted to:

Columbia Land Trust
850 Officers Row
Vancouver, WA 98661
