



Position: Stewardship Director

Reports to: VP of Conservation Programs

Supervises: Land Stewards

Position Type: Full-time salaried/exempt

Location: Montpelier, VT – an office/work-from-home hybrid system

Compensation: \$75,000 - \$81,500 D.O.E.

Northeast Wilderness Trust's (NEWT) mission is to conserve forever-wild landscapes for Nature and people. We safeguard over 82,000 wild acres across New York, Vermont, New Hampshire, Maine, Massachusetts, and Connecticut. NEWT is the only regional land trust focused exclusively on rewilding through forever-wild conservation. We believe in the immense value of wilderness, both for its intrinsic value and for its unique role to reverse the biodiversity crisis, mitigate climate change, and provide solace to the human spirit.

The Stewardship Director is responsible for managing a growing multi-state Stewardship Team who oversees 80,000+ acres of wilderness across the Northeast. With the adoption of NEWT's new five-year strategic plan, we are poised to double the acres we safeguard by 2030 and to grow our Stewardship Program to be commensurate.

Duties of the Stewardship Director

The Stewardship Director works closely with the Vice President of Conservation Programs to manage the organization's Stewardship Program and regional land stewards across our six-state service area. The Stewardship Director is responsible for ensuring that NEWT's conservation easements and fee holdings are monitored. The Stewardship Director also participates in Land Conservation activities, as described below.

What You Will Do:

Stewardship

- Lead the Stewardship Team
 - Provide leadership, and direction that inspires a growing regional Stewardship Team.
 - Conduct Annual Reviews and monitor Annual Work Plans.
 - Lead bi-weekly Stewardship meetings.
- Direct the Stewardship Program
 - In accordance with the Stewardship Policy, ensure that both conservation easements and fee-owned lands are monitored annually—either personally or through volunteer monitors.
 - Coordinate with the Finance Director to support annual taxes, open space applications, and exemption forms for fee-owned lands.
 - Work with the Finance Director to annually review tax exemption/reduction options for new fee-owned lands.

- In coordination with the Finance Director and Wildlands Ecology program, lead Vermont's Use Value Appraisal (UVA) Program-related enrollment and compliance.
- Direct on-the-ground passive management of NEWT's fee-owned properties.
- Develop management plans for fee-owned preserves and sanctuaries.
- Lead interpretations and responses to potential violations of easements.
- Ensure compliance with Land Trust Alliance (LTA) standards and practices.
- Create and manage annual Stewardship budget.
- Manage program for public hunting on select preserves.
- External
 - Work diligently with landowners to ensure easement compliance and maintain good relationships.
 - Send annual letters and surveys to landowners.
 - Facilitate development of outreach events and activities in coordination with the Development and Communications Programs.

Land Conservation

- Ensure that Stewardship Team is engaged with new land conservation projects from their inception.
- Involve land stewards in preparation of Baseline Documentation Reports (BDR).
- Engage in conservation project-related meetings and provide input on project development.
- Assist/lead creation of "conservation context" and "conservation value" maps.
- Assist land conservation fundraising efforts through GIS analysis.

Miscellaneous

- Oversee use of Landscape Land Conservation Software to support Stewardship Program.
- Lead application process for renewal of LTA accreditation.
- Participate in and lead presentations on stewardship with the Land and Stewardship Committee of the Board of Directors.
- Represent NEWT at local, regional, and national land trust conferences.
- Other responsibilities as needed.

What You Will Bring:

- A bachelor's degree in environmental sciences, forest ecology, biology, natural resources, or other relevant field.
- At least five years of stewardship experience with a land trust or conservation agency.
- Demonstrated understanding of and passion for wilderness and wildlands conservation.
- Demonstrated successful record of managing and leading teams of people.
- Proficiency in ESRI ArcGIS Pro.
- Experience using field technology such as an iPad with Avenza Maps, Gaia GPS, or other GPS apps.
- Experience navigating forest land, often alone and in remote locations, frequently without trails.
- Ability and willingness to travel as needed, often overnight, across the region and carry a valid driver's license.
- A commitment to candid and transparent communications.
- Ability to thrive in a fast-paced and team-oriented work environment.
- Exceptional organizational and time management skills to meet deadlines and be self-starting.
- Proficiency in Microsoft Office and experience or willingness to learn Landscape Land Conservation Software.
- Adaptability and openness to evolving job description as the organization grows.

- Ability to understand laws and regulations across multiple jurisdictions.
- Willingness to work outside of position's prime focus and collaborate with staff on other organizational priorities.

Benefits:

Northeast Wilderness Trust offers competitive and progressive benefits including:

Comprehensive Health Coverage

- 100% health insurance coverage to employees plus 81% of two-person/75% of family coverage.
- Shared cost dental and vision insurance.

Generous Vacation Time

- 31 days of combined time off, plus sick leave.

Other Benefits

- 35-hour Work Week.
- Flexible and hybrid work schedule.
- 401k retirement plan with 5% employer match.
- Employer-paid Life Insurance of \$50,000.
- Parental Leave: 12 weeks paid; option for an additional 8 weeks part-time work; all with full benefits.
- Sabbatical Leave: Every seven years of employment, earn up to a two-month paid sabbatical with opportunity to extend to three months.

How to Apply:

Interested candidates should submit a cover letter and resume with three professional references as a single combined PDF to jobs@newildernesstrust.org with the subject "Stewardship Director." Application deadline is December 13, 2024 with review and interviews happening on a rolling basis.

Northeast Wilderness Trust is an Equal Opportunity Employer and is committed to a just and equitable world and workplace. We recognize that diverse teams make the strongest teams and we encourage people from all backgrounds to apply.