



Position: Vice President of Conservation Programs

Reports to: President and CEO

Supervises: Land Conservation Director, Stewardship Director, Wildlands Ecology Director

Position Type: Full-time salaried/exempt

Location: Montpelier, VT (minimum of 3 days per week onsite in Montpelier office with flexibility for remote work up to 2 days)

Compensation: \$110,000-\$135,000 annually. Compensation is negotiable based on experience, expertise, and fit for the role.

Northeast Wilderness Trust's mission is to conserve forever-wild landscapes for Nature and people. We safeguard over 98,000 wild acres across New York, Vermont, New Hampshire, Maine, Massachusetts, and Connecticut. The Wilderness Trust 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. Northeast Wilderness Trust seeks a visionary and collaborative conservation leader with a deep commitment to wilderness and its enduring value in today's world.

Duties of the VP of Conservation Programs:

The Vice President of Conservation Programs will guide and integrate the Wilderness Trust's Land Conservation, Stewardship, and Wildlands Ecology programs, leading a talented team to achieve ambitious goals for protecting and restoring wilderness across the Northeast.

The VP of Conservation Programs will serve as a key member of the Executive Team, collaborating with the President and CEO and other senior leaders to shape and implement the Trust's strategic vision. This role directly manages three program directors and oversees a total staff of 11, with opportunities for future growth.

What You Will Do:

Program Leadership & Management

- Advance the Wilderness Trust's 5-year Strategic Plan, ensuring continuity of values and principles during a period of growth.
- Provide vision and oversight for the Land Conservation, Stewardship, and Wildlands Ecology programs.
- Lead and support program directors, empowering them to expand their responsibilities, strengthen their teams, and elevate performance.
- Recruit, develop, and retain high-performing staff to advance program goals.
- Foster strong communication, collaboration, and cohesiveness across teams.
- Ensure consistent, high-quality project management through systems, documentation, and shared practices.
- Serve as an active member of the Executive Team.

- Support the CEO in board management and relations, including staffing relevant board committees.
- Ensure organizational values and guiding principles are upheld as the Wilderness Trust navigates a period of growth.

External Relationships

- Serve as a visible and effective champion for wilderness protection across New England and New York.
- Build and strengthen partnerships with key stakeholders including philanthropists, foundations, government agencies, and peer organizations.
- Represent the Trust through coalition-building, and engagement with the broader conservation community.

Internal Knowledge Management and Communication

- Design and oversee systems, processes, procedures, and tools for organizing and sharing knowledge generated by Conservation Programs.
- Maintain a deep understanding of program goals, strategies, outcomes, and challenges, ensuring lessons learned inform future work.
- Ensure clear, timely flow of information between Conservation Programs and the Executive Team to support decision-making and strategic alignment.
- Track and evaluate program outcomes, using results to enhance organizational impact in line with the Strategic Plan.

What You Will Bring:

- 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.
- Adaptability and openness to evolving job description as the organization grows.
- Willingness to work outside of position's prime focus and collaborate with staff on other organizational priorities.
- At least seven years of successful experience managing multiple teams across an organization at a land trust or similar conservation organization.
- A passionate commitment to wild Nature and a deep understanding of wilderness values.
- Excellent interpersonal skills to work effectively with a variety of staff and partners.

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

- 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.

Relocation Stipend

- A relocation stipend is available to support moving to the Montpelier area.

How to Apply:

Interested candidates should submit a resume, two professional references, and in lieu of a cover letter, answers to the questions below, as a single combined PDF to jobs@newildernesstrust.org with the subject "VP of Conservation Programs." Position is open until filled with review and interviews happening on a rolling basis.

Limit your total response to all four questions to 1,250 words:

1. Describe a time when you led multiple program areas or teams through a period of growth or change. How did you support your direct reports while ensuring alignment with organizational values?
2. What do you see as the greatest opportunities for advancing wilderness conservation in the Northeast over the next 5 years, and how would you position the Wilderness Trust to seize them?
3. What does wilderness and its conservation mean to you?
4. This role requires a regular in-office presence in Montpelier at least three days a week while also allowing for remote work. Some of your direct reports are fully remote. How do you balance in-person and remote leadership to build strong team culture, ensure effective communication, and maintain accountability?

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.