



Position: Land Conservation Director

Reports to: Vice President of Conservation Programs

Supervises: Land Conservation Manager, Conservation Programs Coordinator

Position Type: Full-time salaried/exempt

Location: Based at Montpelier, VT office

Hiring Range: \$76,000-\$90,000 based on experience, expertise, and fit for the role

Northeast Wilderness Trust's (the Organization) mission is to conserve forever-wild landscapes for Nature and people. We safeguard over 103,000 wild acres across New York, Vermont, New Hampshire, Maine, Massachusetts, and Connecticut. Northeast 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.

The Land Conservation Director (the Director) provides leadership for the Land Conservation Program, coordinates all forever-wild transactions, and supports implementation of the Organization's 2025-2030 Strategic Plan. The Director upholds the Organization's mission, possesses a strong wilderness ethic, and drives the effort to identify new conservation opportunities. The Director must be a motivated self-starter with a proven track record of managing conservation transactions.

The Opportunity:

The Director leads the Land Conservation Program in close collaboration with the Vice President (VP) of Conservation Programs and CEO to achieve the Organization's strategic land conservation goals. The Director supervises program staff and works collaboratively with other program Directors across the Organization to build seamless communication and coordination of processes that lead to the protection of wildlands.

What You Will Do:

Program Leadership & Management:

- Lead and manage the Land Conservation Program.
- Lead and manage transactional work, from budgeting to negotiation to closing.
- Conduct and coordinate site visits.
- Integrate programmatic work with other Conservation Programs (Stewardship and Wildlands Ecology).
- Lead the Wildlands Partnership Program, including administering the grant program, and Old Growth for All initiative.
- Build and ensure an ongoing pipeline of land conservation opportunities.
- Provide supervision to Land Conservation staff, including conducting annual reviews, and monitoring annual work plans.

Knowledge Management:

- Ensure communication and collaboration with the Executive, Development, and Finance teams on project launches, budgets, feasibility, and fundraising.
- Ensure other program Directors are updated on Land Conservation Program projects through participation in Director Team meetings.
- Support VP of Conservation Programs in Land and Stewardship Committee preparation.
- Ensure Land Conservation activities are tracked in a centralized database (Landscape) in accordance with protocols.
- Ensure Land Conservation Program compliance with LTA Standards & Practices.
- Support the VP of Conservation Programs in process and systems improvements within the Land Conservation Program.

External Relationships:

- Manage professional and transparent relationships with landowners, other land trusts, funders, donors, legal counsel, and contractors.
- Represent the Organization at meetings and conferences, promote the preservation of wilderness, and build awareness of the Organization.

What You Will Bring:

- At least five years of conservation transaction experience.
- Direct experience with supervision and people management.
- Demonstrated understanding of and passion for wilderness and wildlands conservation.
- Proficiency in ESRI ArcGIS Pro™, with the ability to provide strong support in site assessment of prospective conservation opportunities.
- 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 willingness to learn new databases.
- A strong understanding of laws and regulations across multiple jurisdictions.
- Ability and willingness to travel as needed across the region and carry a valid driver's license.
- 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.

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 health leave.

Other Benefits

- 401k retirement plan with 5% employer match after six months.
- Employer-paid Life Insurance of \$50,000.

- Parental Leave: Twelve weeks paid after one year of service; option for an additional eight weeks part-time work; all with full benefits.
- Sabbatical Leave: Opportunity to earn up to a two-month paid sabbatical, with opportunity to extend to three months, every seven years of employment.

How to Apply:

Interested candidates should submit a resume with three professional references and answers to the questions below, as a single combined PDF, to jobs@newildernesstrust.org with the subject "Land Conservation Director." Application deadline is January 2nd.

Please limit responses to no more than 250 words per question:

- As the Land Conservation Director, you will lead a team of two, the Land Conservation Manager and the Conservation Programs Coordinator, and be part of the Directors Team. Can you describe your previous leadership and management experience? How would you describe your leadership style? What is your approach to giving and receiving feedback and working on a team?
- Northeast Wilderness Trust has set an ambitious goal to protect 160,000 acres of land by 2030, requiring about 11,000 acres per year. As the Director, you will lead the transactions to achieve that goal. How comfortable are you working in this kind of high-paced, deadline-driven environment?
- What does wilderness and its conservation mean to you?
- This position will require a significant amount of travel across our region. Are you able to travel with occasional overnights?

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.