



Position: Land Conservation Manager

Reports to: Land Conservation Director

Position Type: Full-time salaried/exempt

Location: Based in Montpelier, VT office (3 days per week in-office **required**)

Compensation: \$68,000 annually, plus benefits including up to 100 percent employer-paid health insurance premium, 31 days PTO, 401k match, employer-paid life insurance, generous parental leave, and more (see **Benefits** below).

Northeast Wilderness Trust is the only land trust in the Northeast focused exclusively on wilderness conservation. For nearly 25 years, we have acquired, protected, and stewarded over 100,000 acres across New England and northern New York. Our mission is to conserve forever-wild landscapes for Nature and people; it reflects our ecocentric philosophy and belief in the intrinsic value of places where natural processes direct the ebb and flow of life. Every acre of wilderness that we protect in perpetuity helps mitigate climate change, reverse the biodiversity crisis, and provide solace to the human spirit—and puts down the roots of tomorrow’s old growth forests. Our staff are driven, dedicated, and mission-focused, and we take pride in our collegiality, collaboration, and work-life balance.

The Opportunity:

In collaboration with the Land Conservation Director, the Land Conservation Manager will identify, assess, and close land acquisitions and will be integral to achieving our ambitious strategic goal of reaching 160,000 acres conserved by 2030. This position will play a central role in the [Wildlands Partnership](#) grant program by building relationships with other land trusts, evaluating grant applications, and successfully closing forever-wild conservation easements. Additionally, this role will meet with landowners and partners and visit properties across our six-state service area, either solo or with other Conservation Programs staff. The Land Conservation Manager may also provide mapping support in Esri ArcGIS applications.

If you are passionate about wilderness, thrive in a fast-paced, varied environment, and work well both independently and collaboratively, this role offers a rare chance to apply your initiative, project management, and problem-solving skills to protect wild Nature.

What You Will Do:

Land Transactions

- Work directly with private landowners, partner organizations, and communities to accomplish permanent wilderness conservation outcomes for land.
- Seek out, identify, evaluate and present new wildlands conservation projects.
- Travel and conduct site visits across our seven-state service area to meet with landowners and assess proposed conservation projects.
- Work with the Land Conservation Director to successfully negotiate and close multiple real-estate transactions ranging from simple to complex.

- Conduct real estate due diligence, identify potential problems, and propose solutions in collaboration with other Land Conservation staff and legal counsel.
- Proactively manage a rotating portfolio of active fee and easement conservation projects.
- Use Landscape software for project management and recordkeeping.
- Track deadlines and ensure third-party deliverables are completed on time.
- Review and edit complex legal documents with exceptional attention to detail.

Partnerships and Prospecting

- Develop and maintain relationships with private landowners, partner organizations, and communities to accomplish wilderness conservation outcomes.
- Diligently and professionally respond to landowner and partner inquiries via phone and email.
- Develop and present new project proposals to the Land and Stewardship Committee and provide updates on active projects.
- Represent us at stakeholder meetings, site visits, and conferences.

Program Support

- Analyze map data and create new maps using Esri ArcGIS applications.
- Support implementation of new systems and processes to streamline the Land Conservation team's efficiency and effectiveness.
- Assist with administrative and recordkeeping duties as needed.

Cross Team Collaboration

- Work with Stewardship and Ecology Program staff to schedule and prepare Baseline Documentation Reports.
- Draft project budgets and communicate with the Operations Team regarding expenses.
- Coordinate with Communications and Fundraising Programs to align on upcoming project deadlines and deliverables.

Organization and Other

- Uphold our First Principles and Staff Values.
- Adhere to all organizational and Program policies and procedures.
- Adhere to LTA Standards and Practices.
- Faithfully represent our mission and values externally.
- Participate in Program, Sphere, and other assigned meetings.
- Carry out other responsibilities as needed and directed.

What You Will Bring:

- At least three (3) years of project management experience. We strongly prefer candidates with (i) transactional real estate experience (ideally with a land trust) and/or (ii) legal or paralegal training and experience; however, we encourage anyone with demonstrably transferable skills and experience to apply.
- A passion for wilderness conservation.
- Ability to understand laws and regulations across multiple jurisdictions.
- Ability to thrive in a fast-paced and team-oriented work environment, including the ability to effectively prioritize competing demands.
- Exceptional organizational and time management skills to meet deadlines and be self-starting.

- Demonstrated ability to proactively anticipate issues and propose solutions to unexpected obstacles.
- A positive and collaborative attitude.
- Consistent attention to detail.
- A commitment to candid and professional communication, and a willingness to give and receive constructive feedback.
- Willingness to travel as needed across the region and carry a valid driver's license; reliable personal vehicle preferred.
- Proficiency in Microsoft Office and willingness to learn new software and systems.
- [*Preferred but not required*] Proficiency in Esri ArcGIS applications.
- Residence in Vermont (or capacity to promptly relocate upon taking this position) with ability to work in-office in Montpelier at least three days per week (**non-negotiable requirement**).
- Willingness to work outside of position's prime focus and collaborate with staff on other organizational priorities.
- Ability to pass a background check.

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 & Health Leave

- 31 days of combined time off annually, plus accrued 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 possibility to extend to three months, every seven years of employment.
- Annual professional skills development allocation for staff, unique to each position.
- Opportunity for an "at-risk bonus," under certain conditions, at fiscal year-end.
- Relocation stipend to central Vermont/Montpelier area may be negotiated.

How to Apply:

Interested candidates should submit a resume, cover letter, and three (3) professional references as a single combined PDF, to jobs@newildernesstrust.org with the subject "Land Conservation Manager." The application deadline is July 15, 2026, with review and interviews occurring 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.