



**Position Opening: CONSERVATION MANAGER**

**FULL TIME: 40 hours/week**

**Compensation Range: \$39,000 TO \$55,000**

*Applications accepted until September 10, 2022*

The Conservation Manager's primary responsibility is to help implement the goals of Kestrel Land Trust's Strategic Plan and Promise to the Valley campaign by identifying and pursuing land conservation projects to protect wildlands and woodlands, farmland, and to create natural parks and trails that are welcoming to the rural, suburban, and urban communities in the Connecticut River Valley of western Massachusetts.

The Conservation Manager reports to the Conservation Director (CD) and works in partnership with fellow members of Conservation Team, as well as with other staff, board, advisory council, volunteers, community members, and contractors as needed.

Opportunities to develop one or more areas of specialization within the position are possible, given a candidate's background, experience, or personal interests.

**Specific Responsibilities:**

*FOREST, FARM, & COMMUNITY CONSERVATION PROJECTS*

- Identify, evaluate, and carry out acquisition of fee lands, Conservation Restrictions, Agricultural Preservation Restrictions, and other easements, which includes:
- Building trust with landowners, providing them with guidance and information about conservation options, and carrying out negotiations with landowners and their attorneys.
- Collaborating closely with partners at municipal, state, and federal agencies as potential project funders and holders of the CRs or APRs, including community relations
- Financial planning for projects, including budgeting, grant writing, obtaining bridge loans, if necessary
- Conducting or contracting all due diligence, including field site visits, appraisals, title, site assessments, GIS analysis, and other land evaluations as needed
- Project closing and reporting to accreditation standards.

*PARTNERSHIPS*

- Collaborate with public and private partners, including Regional Conservation Partnerships (RCPs), to conceive of, plan, and implement land conservation strategies and projects.
- Attend RCP partner meetings on behalf of Kestrel and assist with the coordination of Kestrel's Forever Farmland Initiative RCP.

*MANAGEMENT*

- Assist the CD with development of conservation priorities, and help coordinate the development of land

project assessment, evaluation, and ranking criteria.

- Develop and oversee programs for landowner and community outreach. Duties will include design of outreach materials and coordination and attendance of outreach events.

#### *ADMINISTRATIVE RESPONSIBILITIES*

- Provide reports for, and participate in, Kestrel Staff, Team and Board meetings. Assist with the coordination of KLT Lands Committee meetings, including providing maps and analysis as needed by the Kestrel CD and Executive Director.
- Secure required signatures on conservation documents and maintain files to Accreditation standards.
- Coordinate with the Conservation Team, Administrative, and Stewardship Staff on the management of digital and hard copy files.

*Kestrel Land Trust is a cross-functional land trust in which all employees are expected to perform tasks other than those for which they may be specifically hired to respond to new opportunities and challenges as they arise.*

#### **Preferred Experience:**

- Bachelor's or associate degree in natural resources management, agricultural sciences, or other relevant field desirable. Minimum of a high school diploma or GED required.
- Ability to converse with and present information to diverse audiences in both formal and informal settings is required.
- Capacity to work both independently and as part of a team is required.
- Capacity to work in indoor and outdoor settings, including conducting off-trail site visits in rough terrain, is required.
- Attention to detail, skill in writing, problem solving, and an ability to follow directions and navigate complex processes are desirable.
- Competency and comfort with ArcGIS mapping software & GPS, word processing/spreadsheets. Some database/data entry experience desirable.
- Familiarity with real estate transactions, planning and zoning, and property law are helpful.
- Plant and wildlife identification skills, and/or knowledge of agricultural practices are helpful.

#### **About Kestrel Land Trust**

Kestrel Land Trust conserves and cares for forests, farms, and riverways in the Connecticut River Valley of Western Massachusetts, while nurturing an enduring love of the land. Kestrel has conserved more than 27,000 acres of wildlands, woodlands, farmland, and riverlands since 1970 in partnership with willing landowners, communities, the Commonwealth and federal agencies. Kestrel is accredited by the National Land Trust Alliance.

KLT offers eligible employees flextime, comp time and telecommuting options, health care benefits, holiday/vacation leave, personal/health/bereavement leave, a Term Life Insurance plan, participation in a 501(c)3 Retirement Savings Account with employer match, and a sabbatical after 7 consecutive years of employment.

#### **HOW TO APPLY:**

Send resume and cover letter to Mark Wamsley, Conservation Director: [kltconservation1970@gmail.com](mailto:kltconservation1970@gmail.com)

**Kestrel Land Trust:** PO Box 1016, Amherst, MA 01004 • (413) 549-1097 • [kestreltrust.org](http://kestreltrust.org)