



## Job Announcement - Conservation Director

**Position Title:** Conservation Director

**Reports to:** Executive Director

**Location:** BMLT's office is located in Walla Walla, WA. Candidates may work from the office or remotely within Garfield, Columbia, Asotin, and Walla Walla counties in Washington, and Umatilla, Union, Baker, Grant, Wheeler, Morrow, and Gilliam counties in Oregon.

**Position status:** Full-time, exempt

**Salary range:** \$55,000-65,000 DOE

**Posting date:** February 9, 2023

**Application deadline:** Open until filled; hiring team will begin reviewing applications on March 13, 2023

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### Job Summary

Blue Mountain Trust (BMLT) is seeking a conservation director to develop, coordinate, and manage all conservation easement and fee title land acquisitions across an 11-county service area in Washington and Oregon.

We are looking for a motivated environmentalist who can navigate the conservation land transaction process with integrity, collaboration, creativity, and insight. The conservation director works closely with the stewardship director, executive director, members of the conservation team, and other BMLT staff to complete land and water acquisition projects and other programs to further strategic conservation goals.

### About Blue Mountain Land Trust

Protecting the land you love. Blue Mountain Land Trust (BMLT) is a nationally accredited land trust working in southeastern Washington and Eastern Oregon. Our mission is to protect the scenic, natural, and working lands of the Blue Mountain region through conservation and stewardship and connect communities to nature through education and recreation. Since our founding in 1999, we have acquired 19 conservation easements and one fee title property protecting over 23,000 acres.

Our team is passionate, collaborative, curious, and committed to conserving clean water, open spaces, vital habitat, healthy soils, and livelihoods for agricultural communities across the Blue Mountain region.

*We work to:*

- Safeguard our community's agricultural heritage
- Protect precious spawning streams for native fish
- Preserve important wildlife corridors
- Connect people with the land and its abundant natural resources
- Help communities thrive for present and future generations

## **Job Role & Responsibilities**

### **Conservation Program**

- Develop, draft, and carry out long-term, strategic conservation plans for BMLT's service area and conservation values. Initiate, research, and develop new land protection projects that achieve these plans.
- Serve as BMLT's primary representative to landowners during the conservation easement or fee title acquisition negotiation process.
- Facilitate the executive director's and organization's interactions with landowners to help all parties understand individual and mutual project goals.
- Develop project specific budgets for donated and purchased acquisitions. As needed, secure project funding from federal, state, foundation, and nonprofit programs for the purchase of properties and conservation easements.
- Negotiate and complete complex real estate transactions, including title review and encumbrance removal, draft conservation agreements, purchase and sale agreements, and conservation easements, review appraisals, surveys, environmental site assessments and other due diligence work.
- Coordinate with legal counsel and contract, hire, and manage third-party contractors.
- Work with the conservation team to complete baseline documentation reports, management plans, and annual stewardship and monitoring requirements on in-process and closed projects.
- Supervise conservation staff, interns, and volunteers on land conservation projects. Work with the conservation team to ensure compliance with program policies and Land Trust Alliance (LTA) accreditation best practices and requirements.
- Work with stewardship director and legal counsel to resolve any stewardship issues.

### **Partnership Building**

- Build effective working relationships with private landowners, non-profit partners, government agencies, Tribes, and other conservation and natural resource professionals to advance BMLT's regional conservation efforts.
- Represent BMLT in conservation partnerships and other collaboratives. Participate in committees and leadership positions as needed.
- Participate in partnership and partner organization planning, legislative priorities, and outreach efforts in Washington and Oregon that advance land and water conservation efforts and projects.
- Participate in and contribute to internal and external organizational diversity, equity, inclusion, and justice (DEIJ) work. Ensure DEIJ principles are integrated into BMLT's conservation work.

### **Financial Duties**

- Develop and monitor an annual work plan and conservation department budget.
- Manage awarded grants and funding, grant reporting, and track project deliverables, contracts, and expenditures. Maintain accurate and up-to-date financial records.
- Assist executive director in developing the annual budget.

### **General Duties**

- Work with the executive director to complete the LTA re-accreditation application for BMLT. Manage BMLT records in accordance with LTA best practices.
- Support the communications and marketing director, development director, and executive director in communicating, funding, and developing community and donor support for BMLT conservation and organizational work.
- Other work and program tasks as needed to support BMLT and conservation program needs.

### **Qualifications**

Qualifications required to excel in this position can come from professional and/or lived experiences. Below we describe what we believe to be important qualifications for a candidate while remaining open to diverse experiences that can lead to these skill sets. We strongly encourage anyone who feels passionate about this work and believes they have what it takes to thrive in this role to apply. Don't check off every box in the requirements listed above? Please consider applying. Studies have shown that marginalized communities, such as women, LGBTQ+, and people of color, are less likely to apply for jobs unless they meet every single qualification. We are dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging.

### **Required**

- Master's or higher-level degree in a related field (law, conservation, natural resources, ecology, biology, etc.) **or** equivalent three-year work experience in land management or stewardship, real estate transactions, land and water protection, or other related conservation work.
- Strong interest in land and water conservation and an appreciation of the landscapes of Eastern Oregon and southeastern Washington.
- Experience working with people of different backgrounds and a wide range of perspectives, views, and ideas. Demonstrated ability to develop and maintain diplomatic relationships with landowners, communities, government agencies, Tribes, and others.
- Experience working with state and federal funding agencies and private foundations.
- Excellent verbal and written communication skills. Excellent organizational skills and attention to detail. Ability to manage multiple, complex acquisition projects simultaneously and keep record.
- Independently motivated and personally accountable to deadlines. Ability to work individually and collaboratively with the team.
- Strong sense of ethics, integrity, and commitment to DEIJ principles.
- Persistent, solution-oriented, and innovative problem solver.
- Leadership skills and ability to motivate, manage and train colleagues and volunteers.

### **Preferred But Not Required**

- Knowledge of natural resource issues in Eastern Oregon and southeastern Washington, including land & water conservation, Tribal governments and Native communities.
- Experience working with rural communities and landowners and agricultural producers.
- Skills in GIS to collect, analyze, and visualize data.
- Experience in land management practices and river and uplands restoration.

**Additional Requirements**

- Valid, insurable driver's license and clean driving record. Ability to regularly travel throughout BMLT's 11-county service area, often to remote locations. BMLT has a work vehicle for use and offers mileage reimbursement at State Government rates for personal vehicle use.
- Ability to hike long distances over difficult terrain and in inclement weather conditions.
- Flexibility to work occasional weekend or evening hours on an as-needed basis.
- Proof of COVID vaccination is required before the start of employment unless a medical or religious exemption is approved.
- This position can be fully remote within BMLT's service area with occasional required office-based work in BMLT's Walla Walla office.

**Benefits**

We believe in a collaborative and supportive work environment that encourages and inspires professional growth. Benefits include 11 paid holidays, generous accrued paid vacation and wellness time, employer-paid medical, dental, and vision insurance, and employer-paid contributions to a qualified retirement plan. We offer a flexible work schedule and opportunities for professional development throughout the year. This position can be fully remote within BMLT's service area with occasional intentional time at the Walla Walla office.

**To Apply:**

Please submit a cover letter highlighting what you would bring to this position, a resume, and 2-3 references as a single PDF to [marti@bmlt.org](mailto:marti@bmlt.org) with "Conservation Director" in the subject line. Incomplete applications will not be considered.

**The Selection Process:**

We will proactively communicate these dates and any changes to you throughout the process. Key dates and timeline of the selection process include:

- Review of resumes begins 3/13
- Interviews with selected applicants (Zoom and in-person options) 3/20-3/23
- Reference checks 3/27-3/30
- Extend offer 4/3-4/5

*Blue Mountain Land Trust is an Equal Opportunity Employer and is committed to cultivating an inclusive work environment. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.*