



OREGON  
AGRICULTURAL  
TRUST

## Farmland Protection Program Director/Manager

***Oregon Agricultural Trust (OAT) seeks a creative and passionate Farmland Protection Program Director or Manager who is skilled at project management and partnership building to join OAT's Ag Land Program Program. Position duties include:*** identifying priority farmlands throughout Oregon, with an emphasis on the Mid/South Willamette Valley, North Coast and Mid-Columbia Focus Regions; building relationships with landowners and partner organizations to advance the permanent protection of priority farmlands; managing agricultural conservation easements and other real estate transactions related to farmland; stewarding and monitoring conserved farms; providing technical assistance on working land preservation to other organizations; and co-leading OAT's Land Committee. The Farmland Protection Program Director/Manager develops internal policies and procedures necessary to implement an efficient and successful program, including ensuring compliance with Land Trust Alliance's Standards and Practices. Depending on experience, the person might enter at a Director or Manager level.

### About OAT

[Oregon Agricultural Trust](#) (OAT) is a statewide land trust that partners with Oregon farmers and ranchers to protect agricultural lands for the benefit of Oregon's economy, communities, and landscapes. We hold agricultural easements with a focus on four regions in Oregon - Mid/South Willamette Valley, North Coast, Mid-Columbia and Southeastern Oregon. We also collaborate with regional leaders to:

- educate farmers, ranchers, service providers, and the public about protecting and passing on farms and ranches;
- increase the capacity of partner organizations to protect agricultural land; and
- advocate for programs and incentives that support agricultural land protection.

OAT is committed to improving its diversity and inclusiveness as a workplace. Our best work engages people who reflect the multifaceted communities we work in. Thus, we encourage applicants who would expand the diversity of lived experiences within our team. **Furthermore, we encourage applicants to apply who may not possess all of the skills or experience requested but have an interest in, and ability to, learn them.** If you do not feel you qualify for the Director position, but that you could qualify for the Manager position, please apply. Your salary will be reflective of your title, experience, and responsibilities.

### Position Description

**Status:** Full-time (exempt).

**Compensation:** \$65,000 - \$80,000 DOE for 1.0 FTE plus generous benefits

**Reports to:** Oregon Agricultural Trust's Executive Director



## Responsibilities

### Land Protection 70%

- Identifying, developing, and completing ag land protection projects, primarily in priority areas of the Mid/South Willamette Valley, North Coast and Mid-Columbia Focus Regions. This includes: landowner outreach, project assessment, negotiation and closing, meeting state/federal tax requirements, and preparing baseline documentation;
- Identifying and pursuing grants and other funding for: land and conservation easement acquisitions, outreach and prospecting, and (in some cases) general operating support;
- Developing and sustaining partner relationships for creative projects that conserve lands and provide uplift to the ag economy and conservation on a regional scale;
- Providing technical assistance to similar organizations to enhance the protection of agricultural land throughout Oregon; and
- Co-leading OAT's Land Committee.

### Program Development 20-30%

- Participating in strategic planning (2023) and conservation planning (2026);
- Developing and implementing policies and procedures to support a successful Ag Land Protection Program, including preparing for accreditation under the Land Trust Alliance Standards & Practices, likely in 2024; and
- Preparing maps and data to inform planning, outreach, land protection projects, and stewardship efforts.

### Stewardship and Enforcement 0-10%

- Conducting monitoring and stewardship activities until OAT has sufficient acquisitions to justify stewardship staff (no completed easements as of the date of this posting); and
- Leading the resolution of easement violations and interpretation disagreements.

### Generally 5%

- Basic administration, e.g. tracking hours and expenses;
- Working cooperatively with co-workers, Board Directors, Committee members, and external partners; and
- Staying current on local, regional, and national land trust topics and issues.

## Desired Skills & Experiences

- For Director Position: Experience leading and completing at least 10 conservation easement projects, ideally grant-funded. For Manager Position: Experience participating in a team developing conservation real estate projects.
- Experience building and sustaining partnerships with other organizations;
- Strong strategic thinking and project management abilities;



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- Highly organized, detail-oriented, and adept at prioritizing tasks;
- Flexible, creative, self-starter;
- Strong spoken and written communications skills;
- Excellent listening and interpersonal skills;
- Interested in and adept at working with people from diverse backgrounds;
- Valid driver's license and a vehicle that can be used for nearby business travel; and
- Able to walk over rough terrain and lift up to 25 lbs, as needed.

### **Additional Preferred Experience**

- Experience leading and completing easements that allow continued agricultural or forestry production ("working lands easements") in particular;
- Experience successfully applying for and receiving more than one easement funding source;
- Experience resolving conservation easement violations or similar conflict resolution;
- Understanding of agriculture in Oregon;
- Understanding of Oregon's geography; and
- Experienced user of ARC-GIS and project management software.

### **Working Conditions**

OAT's staff work remotely. A home office stipend is available, and OAT will pay for a co-working space if desired. Farmland Protection Program Director/Manager would travel frequently around the state for work.

### **Application**

Open until filled. Interviews will start by Tuesday, September 6, 2022 and we anticipate making an offer by Monday, September 19, 2022, with an anticipated start date of October 3, 2022. Submit résumé and cover letter in one pdf to Nellie McAdams, Executive Director, via email to [jobs@oregonagtrust.org](mailto:jobs@oregonagtrust.org). Please refer any questions to this email address as well. No phone calls, please.

***OAT is an equal opportunity employer.***