



Deschutes Land Trust Job Posting

The Deschutes Land Trust is seeking a Conservation Manger to join its dedicated team!

Who We Are:

The Deschutes Land Trust conserves and cares for the lands and waters that sustain Central Oregon, so local communities and the natural world can flourish together for generations to come. Since 1995, the Land Trust has protected more than 18,700 acres throughout Central Oregon for future generations. We embrace diversity, equity, and inclusion, and are committed to building a conservation community with diverse backgrounds, cultures, and life experiences. For more information about us, visit deschuteslandtrust.org

What You'll Do:

The Conservation Manager contributes to every aspect of the Land Trust's land protection efforts, including assisting in the identification, prioritization, negotiation, documentation, funding and closing of real estate transactions aligned with the Land Trust's mission and Conservation Plan. This work requires close collaboration with staff across the organization, as well as landowners, partner organizations, funding entities, agencies, and contractors. The Conservation Manager will take a lead role in helping to further advance climate resiliency in our land protection efforts including investigating carbon sequestration potential on Land Trust properties and integrating climate-smart agricultural practices into our working lands conservation easements. The Land Trust endeavors to foster an inclusive organizational culture and demonstrate lasting programmatic commitments to justice and equity in land conservation. We are seeking a colleague who can approach this work with compassion, vulnerability, empathy, curiosity, and humility. The Conservation Manager reports to the Conservation Director.

Essential Functions:

Project Development

- Track real estate market listings and transactions in priority areas for land protection as identified by the Land Trust's Conservation Plan,
- Work with partner organizations to identify how land protection can maximize ecological outcomes and community needs/values in partner geographies including Whychus Creek and the Upper Deschutes River Basin,
- Build trusting relationships with landowners and conservation partners including Indigenous communities, rural and agricultural communities, regional and national land trusts, public and private funders, and other stakeholders throughout Central Oregon to grow awareness about the Land Trust's land protection efforts and to find areas of synergy,
- Field inquiries from interested parties regarding land donations, conservation easements, and conservation land purchases,

- Provide research support for the ecological, cultural, and historic backgrounds of specific properties and priority geographic areas,
- Develop a plan to advance the organization’s climate resiliency objectives as outlined in the Land Trust’s Strategic and Conservation Plans, including assessing the carbon sequestration potential of Land Trust properties and researching the benefits of climate-smart agriculture.

Project Management

- Coordinate the work of project teams, including in-house resources, landowners, subcontractors, and agency partners to complete projects in a timely manner and meet funding objectives,
- Manage contracts with appraisers, environmental site assessors, GIS consultants, and other subcontractors,
- Assist with grant tracking and fiscal administration of projects in coordination with Operations team, including approving invoices submitted under project budgets,
- Assist in research tasks associated with the due diligence of real estate transactions including title review, mineral and water rights assessments, and land use permitting,
- Collaborate with the Stewardship and Outreach teams to identify, track, and share land protection metrics for internal and external reporting, member recruitment and engagement, and overall Land Trust communications,
- Assist in the development and submission of grant applications in support of land protection projects,
- Collaborate with Stewardship team on project documentation, including baseline reporting and management planning.

Other

- Assist Land Trust staff and consultants in refining land protection prioritization areas using ecological, climate change and socio-economic data,
- Actively work to build more diverse, equitable and inclusive land protection projects including evaluating current practices and identifying barriers,
- Assist in the communication and marketing efforts of the Land Trust as needed including attending and presenting at community engagement activities and events,
- Work with the Conservation Director and other staff to define, implement, and track goals related to the Land Trust’s Conservation and Strategic Plans.
- Maintain current awareness of land protection tools, opportunities, and issues by reading periodicals and other related documents, attending public forums and identifying and participating in training opportunities.

What you Need:

- **Conservation Commitment:** Passion and commitment to the mission, vision, and values of the Deschutes Land Trust. Strong desire to be part of the Land Trust community,

- **Eagerness to Learn/Growth Mindset:** Willingness to approach work with sense of curiosity and creativity, and to seek out opportunities to learn through experience and practice. Ability to see challenges as an opportunity for growth and adaptation,
- **Diversity, Equity, and Inclusion Commitment:** Commitment to applying diversity, equity and inclusion principles and practices within an organization to programs. Commitment to fostering an inclusive Land Trust community, where people of all identities are represented and feel welcome,
- **Project Management Experience:** At least 3 years of project management experience or equivalent including experience managing timelines and budgets and coordinating the work of others,
- **Relationship Building Skills:** Excellent interpersonal skills and ability to build trusting relationships through empathetic and thoughtful listening. Ability to engage with people across a range of perspectives and find common ground with diverse interests.
- **Communication Skills:** Proven ability to communicate effectively in writing and in person with a diverse set of partners including landowners, partner organizations, funding entities, agencies, and contractors. Ability or willingness to learn to interpret complex legal and technical information and synthesize into compelling and easily understood sound bites for grants and reports,
- **Organization Skills:** Excellent organizational skills including attention to detail, time-management skills, and the ability to create efficiencies. Ability to set priorities and meet deadlines to complete projects efficiently and effectively while managing multiple priorities.
- **Self-motivated:** Able to work on project elements with moderate level of supervision on deadline.

Also helpful, but not required:

- Experience working in natural resources, conservation, or a related field,
- Experience working with or for non-profit organizations,
- Experience drafting and/or interpreting real estate documents including deeds, title reports, and water rights,
- Experience writing grants or fundraising,
- Experience working with rural communities and knowledge of agricultural operations
- Climate change impact and mitigation knowledge

How to apply

This position will remain open until filled. Applications will be reviewed starting on February 17, 2023. Your application should include the following:

- Cover letter describing your qualifications for and interest in the position.
- Resume
- References (We will contact your references only after you have given us permission.)

Please send your application as an attachment to: info@deschuteslandtrust.org with the words “Conservation Manager” in the subject line.

Please contact Pat Cohen, at the email above if you need an accommodation. All inquiries will be handled confidentially. We will acknowledge receipt of your application via return email and contact you as we proceed further into the recruitment and selection process.

People of color and others from historically underrepresented communities are strongly encouraged to apply. For a complete job description and more information about us, visit www.deschuteslandtrust.org/careers. We appreciate your interest in the Deschutes Land Trust!

Compensation: \$48,000-55,000 depending on experience, plus generous benefits.

What's Important to Us:

Our Mission: We conserve and care for the lands and waters that sustain Central Oregon, so local communities and the natural world can flourish together for generations to come.

Our Values: Integrity, Diversity, Quality, Collaboration, Adaptability.

Our Vision: We envision a future of strong and healthy natural and human communities—where we work together to conserve and care for the lands that make Central Oregon an incredible place to live, work, and grow.

- With the population of Central Oregon continuing to grow and our climate rapidly warming, we protect the rivers, forests, canyons, meadows, and agricultural lands that Central Oregon will need to thrive for generations to come.
- We conserve lands that are strong and adaptable to the changing climate and that sustain functioning natural systems, abundant native plants and animals, clean air and water, and healthy local communities.
- All people have an opportunity to meaningfully connect with this place, so that together we can build an interconnected community of people committed to protecting and caring for the lands we all love.

What we offer:

The Deschutes Land Trust offers competitive salary and benefits to full-time staff. This includes health insurance, a 403B retirement plan with matched contributions, volunteer time off, 20 paid days off annually to start, and 10 paid holidays annually. The Land Trust offers a flexible work location where employees may work in the office or remotely depending on the requirements of the position.

The Deschutes Land Trust is an equal opportunity employer, and does not discriminate based on race, color, age, sex, sexual orientation, sexual identity or expression, religion, ability, or national origin. **More Information:**

www.deschuteslandtrust.org