



## Deschutes Land Trust Job Posting

**The Deschutes Land Trust is seeking a Restoration Specialist 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](http://deschuteslandtrust.org)

### **What You'll Do:**

The Restoration Specialist develops, leads fundraising for, and oversees implementation of floodplain restoration work on Land Trust conserved lands. The Restoration Specialist reports to the Stewardship Director and may oversee some associate-level restoration staff. This position works collaboratively with all Land Trust staff and Board Members to build support for the Land Trust and responsibly steward conserved lands.

### **Essential Functions:**

#### **Management and Planning**

- Assess floodplain restoration potential on Land Trust conserved lands and develop strategies for implementation.
- Identify potential funding sources for restoration projects and develop and implement fundraising strategies, including grant writing and grant management.
- Develop and maintain productive relationships with funders, agencies, community partners, and other organizations and individuals associated with restoration projects.
- Participate in annual stewardship planning and budget development.
- Understand stewardship best practices and monitor trends, issues, and regulations that may affect the Land Trust.
- Support organizational efforts to build Tribal partnerships and strengthen Tribal community relations.
- Support DEI expansion throughout the Land Trust organizational culture and integration into stewardship practices.
- Assist with hiring new stewardship staff, training/oversight of some associate position(s), and annual review and evaluation of assigned associate position(s).

## Land Stewardship

- Lead development, management, and monitoring of floodplain restoration projects.
- Manage independent contractors and consultants associated with restoration activities.
- Work with Conservation Director, Stewardship Director, and other lands staff to plan for and assess potential land transactions.

## Community Engagement

- Build and maintain positive relationships with community partners, supporters, donors, media, and other stakeholders.
- Engage with volunteers, lead public and private tours, and participate in targeted events to build community connections and stewardship.
- Assist with the development of floodplain restoration-related content for various outreach materials (website, social media, press releases, etc)

## 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.
- **Floodplain Restoration Experience:** at least 2 years of experience managing complex floodplain restoration projects, including funding, assessment and design, implementation, and monitoring.
- **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 local Tribal communities, partner organizations, funding entities, agencies, and contractors. Ability to interpret complex restoration goals and strategies and synthesize into compelling and easily understood talking points.
- **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 low to moderate level of supervision.

## How to Apply

Applications due October 29, 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](mailto:info@deschuteslandtrust.org) with the words “Restoration Specialist” 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](http://www.deschuteslandtrust.org/careers). We appreciate your interest in the Deschutes Land Trust!

**Compensation:** \$58,000 - \$75,000 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 11 paid holidays annually. The Land Trust offers a flexible work location within Central Oregon 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](http://www.deschuteslandtrust.org)