



Conservation Director

Location:	Bremerton, WA
Salary:	\$55,000 to \$65,000, DOE
Benefits:	Benefits include health insurance, retirement, three-weeks' vacation, 12 days' personal leave, and 10 holidays/yr.
Hours:	Full-time, Exempt Employee
Reports To:	Executive Director
Supervises:	Conservation Project Manager
Closing Date:	Open until filled

Summary

The Conservation Director develops and implements Great Peninsula Conservancy's (GPC) land conservation initiatives. Using best practices, this individual collaborates with agency partners, land owners, and other non-profit organizations to successfully build and maintain a pipeline of high-quality land conservation projects. Requirements for the position include a minimum of five years' experience in public or private land conservation including knowledge in grant-writing, real estate transactions, and natural resources management. An advanced degree in a relevant field is preferred, but experience commensurate with the responsibilities is acceptable. GPC is a team oriented organization that succeeds because its employees work well together and trust one another. Given this environment, we are seeking a highly-motivated and experienced leader committed to being an inspirational advocate for land conservation. This is a great opportunity for a goal-oriented individual to lead the conservation program of a successful and growing land trust.

Organizational Profile

Great Peninsula Conservancy (GPC) is an accredited, nonprofit land trust that works to protect ecologically valuable lands in west and south Puget Sound. GPC's conservation program is focused on four initiatives: shoreline and estuary, forest, stream and freshwater wetland, and community greenspace. Since 1980, Great Peninsula Conservancy has protected over 10,000 acres through acquisitions, conservation easements, and partnerships. With a supportive and active membership base of over 800 individuals, GPC works closely with conservation and outdoor recreation groups, state and tribal agencies, and local governments to accomplish its mission. GPC's office is located in Bremerton, a burgeoning community close to the Olympic Mountains and only 30 minutes away from downtown Seattle via ferry.

Position Description

The Conservation Director works with the Executive Director and the conservation team to develop and implements GPC's land conservation strategy. This individual maintains landowner contacts, negotiates real estate deals, coordinates land/easement transactions, oversees project consultants, and writes and manages project grants. The Conservation Director works to develop and maintain positive associations with private landowners, public agencies, conservation organizations, and local governments. The Conservation Director supervises a Conservation Project Manager.

Responsibilities

- Initiate, manage, and conclude actions to achieve GPC's conservation strategy according to Land Trust Alliance standards.
- Supervise Conservation Project Manager.

- Work closely with GPC's Conservation Committee in developing conservation initiatives and project strategies.
- Collaborate with private landowners; federal, state, tribal, and local agencies; conservation organizations and community partners to conserve priority conservation lands.
- With legal support, negotiate, draft, and review documents such as conservation easements, option agreements, and purchase and sale agreements.
- Obtain and review appraisals, environmental assessments, surveys, title reports and closing documents.
- Develop project budgets and assist Executive Director in the development of conservation team budget.
- Identify sources of project-specific funding from public agencies, private foundations, and other sources and prepare grant applications and budgets.
- Administer project grants, including meeting all financial and programmatic reporting requirements.
- Keep abreast of land conservation tools, tax incentives, and public and private funding opportunities.
- Participate in and initiate local/regional conservation partnerships.

Required Qualifications

- Five years of experience in conservation, natural resource management, planning, or a related field, including two years' experience in conservation real estate transactions (fee simple and conservation easement transactions).
- Demonstrated success negotiating property acquisitions and/or conservation easements.
- Experience managing and leading staff.
- Experience working with landowners, government agencies, community groups, and conservation organizations.
- Experience obtaining public grants for conservation.
- Bachelor's degree in wildlife/fisheries/conservation biology, forest/plant ecology, natural resources management, or related field. Advanced degree preferred, ideally in a relevant field of law or natural resource management.
- Sincere commitment to the mission, values, and goals of GPC.
- Physical ability to hike rough terrain.
- Ability to occasionally work nights and weekends to attend special events.
- Car and valid driver's license.

Skills

- Ability to develop relationships with a variety of people
- Ability to address issues constructively
- Collaborative, facilitative style that brings people together
- Self-directed, energetic, and creative
- Ability to manage time and competing priorities
- Eager to develop new deals
- Demonstrate integrity in business relationships and ethical decision-making
- Articulate communicator, both verbally and in writing
- Experience with public speaking
- Strong organizational skills
- Excellent computer skills including MS Office Suite programs and ArcGIS

To Apply

Send cover letter and resume to: nate@greatpeninsula.org or Nathan Daniel, Great Peninsula Conservancy, 423 Pacific Ave., Suite 300, Bremerton, WA 98337.

Application Deadline: Open until filled.