



LAKES REGION CONSERVATION TRUST

LAND CONSERVATION PROJECTS DIRECTOR

Position Description

The Lakes Region Conservation Trust (LRCT) seeks an experienced, enthusiastic, articulate, well-organized, and motivated individual for the position of Land Conservation Projects Director. The Land Conservation Projects Director leads LRCT's land and conservation easement acquisition activities, collaborating with landowners, other conservation organizations, and community residents on land conservation priorities and opportunities in the Lakes Region. This is a full-time position reporting to the LRCT President. The position is based at LRCT's Headquarters in Center Harbor, NH, and entails occasional evening and weekend work and some travel within the Lakes Region.

Responsibilities:

- Lead LRCT's land and conservation easement acquisition activities involving donated as well as purchased land and conservation easements.
- Plan, budget for, and identify resource needs for LRCT's land and conservation easement acquisition work.
- Identify, evaluate, and pursue land conservation opportunities based on LRCT's Strategic Plan and Land Protection Policies.
- Meet, maintain communication, and coordinate with landowners and other conservation organizations with whom LRCT is working on land conservation projects.
- Negotiate land transactions, prepare project budgets, conduct necessary due diligence, and draft routine transaction documents (e.g., conservation easements, purchase and sale agreements).
- Handle land conservation inquiries from landowners, community residents, and other parties, including explaining land conservation options and LRCT's interests and priorities.
- Coordinate and supervise professionals needed for land conservation projects (e.g., attorneys, surveyors, environmental consultants, appraisers).
- Support LRCT's Lands Committee and Board of Trustees in their evaluation and decision-making regarding land conservation projects, including organizing Lands Committee meetings, coordinating site visits, and making presentations and preparing written project materials.
- Collaborate with and assist LRCT stewardship staff members in their planning for management and stewardship of lands to be conserved.
- Collaborate with and assist LRCT development staff in their planning and execution of land acquisition fundraising campaigns and grant applications.
- Ensure that LRCT's land conservation transactions, practices, and records satisfy Land

Trust Alliance Standards and Practices and Land Trust Accreditation Commission requirements.

- Other matters related to LRCT's land and conservation easement acquisition activities as assigned by LRCT President.

Qualifications and Skills:

- Bachelor's degree and minimum of four years' experience with land trust work, real estate, law, or related field, or an equivalent combination of education and experience. Experience working with private landowners or conservation organizations and coordinating and negotiating land transactions is preferred.
- Ability to communicate effectively, both verbally and in writing, with landowners, conservation partner organizations, and community residents.
- Excellent interpersonal skills; friendly, diplomatic, and discreet personality that facilitates working collaboratively and establishing rapport and trust with landowners and conservation partners.
- Familiarity with land conservation mechanisms, including conservation easements, and ability to interpret deeds, maps, surveys, and other property documents. Knowledge of legal requirements relevant to real estate transactions and private land conservation is preferred.
- Familiarity with Lakes Region and its geography, natural resources, and demographics, or ability to acquire such familiarity.
- Proficiency in Microsoft Office, including Word, Excel, and PowerPoint. Working knowledge of ArcGIS technology is desirable but not required.
- Proven organizational skills and strong attention to and interest in detail; ability to meet deadlines and juggle multiple and diverse tasks.
- Ability to work independently as well as collaboratively, and ability to work in alone in field to evaluate lands being considered for conservation.
- Valid driver's license, proof of insurance, and access to reliable vehicle for work-related travel.
- Enthusiasm for and commitment to LRCT's land conservation mission.

Compensation and Benefits: The salary range for this position is \$55,000 to \$70,000 depending upon the individual's qualifications and experience. This position has a competitive benefits package, including contribution to health insurance coverage, match for contributions to SIMPLE IRA, short-term disability insurance, and paid vacation, holidays, and sick leave.

Hiring Process: LRCT is an equal opportunity employer. Please submit (1) a resume, (2) a cover letter explaining why you are interested and would be a good fit for the position (your letter will serve as a writing sample), and (3) three professional references by mail or email to LRCT President Don Berry (Lakes Region Conservation Trust, PO Box 766, Center Harbor, NH

03226; dberry@lrct.org). Questions will be accepted by email, and the position will remain open until filled.

About the Lakes Region Conservation Trust:

LRCT is a Section 501(c)(3) nonprofit, member-supported land trust dedicated to the permanent protection, stewardship, and respectful use of lands that define the character of the 31-town Lakes Region of central New Hampshire and its quality of life. In pursuit of its mission, LRCT works to acquire ownership of, or conservation easements on, properties with significant conservation value and stewards these lands to ensure their protection in perpetuity.

LRCT's conserved lands protect mountain summits and ridgelines, critical habitat and climate change resilient lands, productive farm and forest lands, unspoiled shorelines, places of historic and cultural significance, and some of the region's most cherished scenic landscapes. In addition, LRCT-protected properties include more than 90 miles of hiking and cross-country ski trails, several snowmobile and mountain biking trails, and lands that are utilized as parts of paddle trails. Since its founding in 1979, LRCT has protected over 28,500 acres of conservation land comprising more than 165 properties and is actively engaged in conserving additional lands throughout the Lakes Region. For more information, please visit www.lrct.org.