



## **CONSERVATION DIRECTOR**

### **Job Description**

The New Mexico Land Conservancy (NMLC) is seeking a Conservation Director to oversee our land protection projects and manage conservation staff. This position is responsible for the initiation, supervision, and completion of projects and initiatives that conserve and protect southwestern lands.

#### **Our Organization**

NMLC is a statewide land trust based in Santa Fe, New Mexico, dedicated to preserving the Southwest's unique natural, cultural and agricultural heritage by helping people conserve the lands they love. NMLC is one of the leaders in land conservation in the Southwest and, since 2002, has protected more than 650,000 acres of high conservation-value land throughout New Mexico and Arizona.

NMLC's long-term goal is to protect, directly or in partnership with others, one million acres of high conservation-value lands throughout New Mexico, with a specific emphasis on significant wildlife habitat, productive agricultural lands, water and other natural resources, cultural and historic sites, scenic open space and recreational lands at community, watershed and landscape scales.

NMLC achieves its conservation goals by: 1) using conservation easements, fee acquisition and other voluntary land protection methods that respect both land and private property rights; 2) educating landowners, other organizations, public policy makers and the general public about land conservation; and 3) promoting policy and legislation to further voluntary land conservation and enhance related benefits for private landowners.

NMLC is dedicated to the highest quality work and operates as a learning organization with a work culture based on consensus, collaboration, and teamwork. We offer competitive compensation, excellent benefits, and professional development opportunities. We are a small, effective team of seven who cover a large service area comprising the entire state of New Mexico and far-eastern Arizona. We accomplish an amazing amount of work while enjoying the camaraderie of working and interacting with each other out of our offices in Santa Fe and Silver City.

#### **Scope of the Position**

NMLC is seeking an experienced and detail-oriented individual to manage its portfolio of conservation projects. This position reports to the Executive Director but will involve interaction with the entire staff.

The primary responsibilities of the Conservation Director include:

- Manage performance and job duties of conservation staff, including Northern NM Project Manager, Southern NM Project Manager, Stewardship Manager, and other contractors and temporary staff positions.
- Oversee conservation project timelines, deliverables, and landowner relationships.
- Lead efforts to identify new conservation projects that protect high-priority landscapes such as irrigated farmland, grasslands, wildlife corridors and riparian areas.

- Lead fundraising and grant writing for projects in coordination with the ED and staff.
- Lead creation of project-focused communications content for publications and media, such as press releases, magazines, newsletters, annual reports, social media, etc.
- Expand regional partnerships to advance programs, policies and funding for NM land and water conservation with entities like Soil and Water Conservation Districts, state and federal agencies, municipal and county governments, tribes, pueblos, land grants, acequias, land trusts, and local environmental and agricultural non-profits.
- Manage Land Trust Alliance accreditation & advise staff on LTA policies and procedures.

### **Requirements of the Position**

- Bachelor's degree in related field (natural resource management, land use planning, geography, biological/environmental sciences, etc.) and at least five years' experience working in the non-profit land trust, land use planning, or conservation space.
- Familiarity with New Mexican and/or western landscapes and communities, particularly an ability to work with urban as well as rural agricultural landowners.
- Experience working on complex legal, real estate, or land use issues is highly preferred.
- Must possess excellent written and oral communication skills.
- Must be willing to travel around the state, with occasional overnight site visits.
- Must be a self-starter, well-organized, and punctual.
- Must be able to work in a fast-paced environment to meet established goals and deadlines.
- Must be committed to the organization's conservation mission and be able to maintain strong, working relationships with staff, Board, landowners, and outside consultants.
- A sense of humor is appreciated—even if it is not that good.
- Experience operating a four-wheel drive vehicle off-road highly preferred.

### **Benefits of the Position:**

- This is a full-time, salaried position based in Santa Fe, with opportunities for remote work.
- Starting compensation: \$80,000-\$90,000, commensurate with experience.
- Three weeks annual leave plus designated holidays.
- Group health insurance plan.
- Eligibility to participate in organization's retirement plan after one year of service.
- Working with a fun and dedicated group of people for an incredibly worthy cause in a unique, beautiful, and diverse part of the country.
- Experiencing the diverse landscapes and communities of the state of New Mexico.
- NMLC is an equal opportunity employer and provides a smoke-free, drug-free workplace.

Please submit a cover letter and resume as a single document titled "NMLC Conservation Director (NAME)" electronically to [admin@nmlandconservancy.org](mailto:admin@nmlandconservancy.org) by March 15, 2024.