



Land Protection Manager

OVERVIEW

Frenchman Bay Conservancy's Land Protection Manager will oversee land acquisition and stewardship projects in partnership with FBC's Executive Director. The Land Protection Manager will pursue voluntary land conservation opportunities with area landowners within the Frenchman Bay and Union River watersheds, east to the Hancock County line, in accordance with Frenchman Bay Conservancy's recently approved five year strategic plan. This will involve all stages of land acquisition through fee ownership and conservation easements, and management of associated project stewardship responsibilities. The position will initially involve a phased hand-off of several on-going projects in various stages of completion from the Executive Director. These projects will include significant overlap in landowner outreach, including the discussion of conservation options, and selection of a preferred conservation outcome.

ESSENTIAL FUNCTIONS

Land Protection

Collaborate with the Executive Director and the board's land protection committee to define our priority conservation areas and collectively set priorities for current and future projects. Priorities will be driven in part by the mission of FBC, current organizational focus areas, Maine's Beginning with Habitat program, climate-resilient landscape modeling from Downeast Conservation Network, and local community priorities. Priorities will be further refined by land conservation gaps within focus areas, vulnerability of select parcels to conversion to land uses incompatible with conservation, and funding availability.

Adhere to standard organizational policies, procedures, and timelines to complete land protection projects. Ensure compliance with standards and practices established by the Land Trust Accreditation. Internal guiding documents include FBC's 5 year strategic plan, a criteria worksheet to guide the land protection committee, and a summary of the legally-required steps and due diligence process inherent to all land deals. The Land Protection Manager will work with the Executive Director to create new guiding documents as necessary.

Partner with local businesses, municipalities, and organizations such as Maine Coast Heritage Trust, Forest Society of Maine, The Nature Conservancy in Maine, and The Conservation Fund on land acquisition, when feasible.

Develop conservation easements, following standard practices, in coordination with the Executive Director and the landowner to discuss the purposes for conserving the stated property as well as the reserved rights and the rights that will be granted to Frenchman Bay Conservancy.

Stewardship

Upon the completion of all fee land acquisition projects, the Land Protection Manager will establish draft management plans, to be presented to and reviewed by the stewardship committee.



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For all newly acquired properties, the Land Protection Manager will discuss the stewardship needs for the property with the Executive Director and the stewardship committee of the board. The Land Protection Manager will develop stewardship budgets based on these conversations, accounting for future uses of the protected properties. Stewardship budgets will include both one-time, as well as on-going annual costs, and will reflect the amount of funds necessary to set aside in a stewardship endowment for each property.

Hire and supervise FBC's seasonal steward/intern. The Land Protection Manager will work with seasonal stewardship staff to ensure preserve needs are inventoried and projects are completed in coordination with FBC stewardship volunteers.

Other

The Land Protection Manager will work with the Executive Director to develop and administer a fundraising plan for all land acquisition projects. This will include identifying potential public and private funding sources, developing a land acquisition budget (to be paired with the stewardship budget to show full project costs), and grant writing or individual solicitation in close coordination with the Executive Director and members of a capital campaign committee.

Facilitate the staff and board exploration of stream restoration at road-stream crossing sites within FBC's service region. This initial process will include collaboration with local partners including landowners.

Assist with the planning and development of the Ellsworth Green Plan – a community initiated process to make Ellsworth a safer, healthier, and more enjoyable place to live. FBC serves on the steering committee and is guiding the land conservation planning aspect of the Plan.

Application

To apply, send a resume and cover letter to info@frenchmanbay.org by May 18th.