Director of Land Protection

Reports to: Executive Director
Location: FBC office, Tidal Falls Preserve, Hancock, ME
Supervises: Land Protection Project Manager
Salary range: $68,000+ (depending upon experience)

How to apply: Please send resume and cover letter by September 15 in one pdf file to info@frenchmanbay.org with Subject: Director of Land Protection.

This position oversees all fee and easement land acquisition responsibilities at Frenchman Bay Conservancy (FBC). The position requires a high degree of strategic-level decision making to accelerate land protection as outlined in FBC’s 3 year strategic plan.

The Director of Land Protection is a member of the Leadership Team, reports to the Executive Director, and works closely with the Executive Director, Board of Directors, and coworkers to advance the Conservancy’s mission and vision.

Organizational overview

Frenchman Bay Conservancy is an accomplished land trust with over 1,000 members, and over 80 properties conserved totaling over 13,000 acres. We are a 35 year old organization with a mission to conserve distinctive ecosystems, lands, and waters for the benefit of all, in the Union River and Frenchman Bay watersheds east to the Hancock County line. FBC is dedicated to strategic land conservation to protect climate resilient landscapes, critical wildlife habitat, and outdoor recreation opportunities that cultivate a conservation ethic in current and future generations. We plan to triple our land protection pace over the next 5 years.

FBC is an accredited 501(c)(3) nonprofit in Hancock, Maine. We have active land conservation, stewardship, and outdoor education programs.

Last year we began a $10 million comprehensive capital campaign, and we have now raised nearly 80% of our goal. This campaign will provide at least $5 million for new land protection projects through fee and easement acquisition, often in coordination with other land trust partners. Through this campaign, we will protect 10,000 new acres of land. We have numerous active projects, totaling 3,600 acres in our project pipeline, with additional prospects well in excess of our land acquisition goal.

Required qualifications

- At least five years of experience in a comparable role, with progressively higher levels of responsibility;
- A passion for land conservation, strong attention to detail, exceptional
organizational skills, assertive creativity, and ability to lead and coordinate team projects;

- Demonstrated experience managing staff and contractors;
- Demonstrated experience engaging members of boards of directors;
- Demonstrated experience securing grant funding to catalyze land acquisition projects;
- GIS mapping experience is strongly desired.

**Primary responsibilities**

1. Provide leadership and facilitation in directing land protection staff, working collaboratively on the planning, coordination, identification, prioritization, and implementation of land conservation projects.
   a. Hire, train, direct, and supervise land acquisition staff. Manage consultants, including for outcome quality, expectations, clarity, timeline, and cost.
   b. Develop and maintain positive relationships with local landowners, acquisition partners, funders and elected officials.
   c. Determine and communicate the purpose and vision for each fee and easement acquisition project.

2. Work with the Board of Directors, including the land protection committee to define strategic programmatic direction, and ensure informed board member decision-making with regard to land protection board governance and oversight.
   a. Provide guidance and direction to efficiently allocate volunteer board member time and expertise to achieve land protection goals.
   b. Prepare materials in advance of committee and board meetings, including: project maps and descriptions of land acquisition targets, project budgets for acquisition. For each full board meeting, prepare a current project pipeline showing all active projects and associated costs and fundraising status.

3. Define and refine the Conservancy’s long-range, science-based, climate-resilient land protection goals and strategies. Ensure internal buy-in and understanding.
   a. Seek out continuing education opportunities to stay informed of current best practices.

4. Develop and manage the annual land protection budget, and identify revenue
sources to support operations and projects.
   a. Collaborate with the Development Director to identify and secure federal, state and private funding for land protection projects.
   b. Collaborate with the Executive Director to allocate revenue streams to prioritized projects and manage costs.
5. Build and maintain strategic partnerships to collaboratively maximize conservation outcomes for our region.
   a. Contribute and exchange ideas with partners through the Downeast Conservation Network.
   b. Make presentations and lead property tours for donors, landowners, and elected officials as needed.

This is a full-time position at 40 hours per week. Events in the evenings or weekends require time outside normal work hours. This position works out of the Frenchman Bay Conservancy office at our Tidal Falls Preserve in Hancock, with flexibility to work remotely part of the time.