



[www.northcountylandtrust.org](http://www.northcountylandtrust.org)

325 Lindell Ave  
Leominster, MA 01453

**Position Description: DIRECTOR OF LAND PROTECTION**

**Location:** This position is based in the North County Land Trust Office in **Leominster, MA**. Work will require travel across the Montachusett region of the north central Massachusetts.

**Reports To:** Executive Director

**Manages:** One Stewardship Coordinator; occasional seasonal staff/interns, consultants, and TerraCorps service member

**Hours:** 30-40 hrs/week

**About North County Land Trust:** North County Land Trust is a nonprofit, regional, land conservation organization established in 1992 to protect the landscapes that define north central Massachusetts. Our work protecting the forests, farms, and water resources across 13 towns and 3 cities supports the economic, environmental, educational and recreational sustainability of the region. We know that healthy water, protected forests and farms, and vibrant communities make this region special. Preserving and protecting those elements is what drives our programming. Our goal is to protect land and water and foster a conservation ethic in the people and communities we serve. Through active leadership, land conservation project management and strategic partnerships at the federal, state and local level, North County Land Trust influences strategy and vision of conservation in Central Mass. We believe people and communities should understand that they are in relationship with the land they occupy, and that land conservation is for everyone. NCLT is looking towards the future of conservation in the region and is positioning itself to be a stabilizing and motivating leader for the near and long-term.

**Position Summary:** North County Land Trust is seeking a self-motivated, innovative, and creative individual that brings a diverse perspective and strong problem-solving skills. We are a small but growing organization which seeks to strengthen land protection efforts in the region through quality, collaborative conservation work. The ideal candidate will have a proven track record of project coordination across multiple stakeholders and the ability to integrate science into conservation planning while thinking broadly about the role of conservation in communities. This is a senior leadership position that will also supervise stewardship staff. The culture of NCLT is collaborative and supportive. The role of the Land Protection Director is to provide leadership in native ecosystem protection and restoration by identifying and prioritizing projects, coordinating programs and finding resources necessary to conserve natural ecosystems. Partner collaboration and furthering North County Land Trust knowledge and impact in natural resource protection is a fundamental component of this position. It requires attention to detail, intuitive thinking, strong written communication and computer skills, and the ability to proactively work with staff and community members to achieve goals.

**POSITION DUTIES AND RESPONSIBILITIES:**

Land Protection 70%

- Lead priority land preservation efforts and projects consistent with Land Trust's strategic plan
- Identify regions and communities where land preservation efforts are needed and are likely to be successful.
- Work with local contacts to develop funding and support for these land conservation projects.
- Build and maintain relationship with interested landowners and develop appropriate strategies to complete land conservation projects
- Direct Stewardship Coordinator in completing baseline assessments and annual monitoring for North County Land Trust conservation holdings.
- Represent North County Land Trust at public meetings (i.e., Local Governments, Planning Board, Watershed Committees, etc.) related to land protection and management activities.
- Participate in Land Protection Committee Meetings and work with staff, board, volunteers and community members to develop management plans and meaningful education events for North County Land Trust conservation areas.
- Assess land management needs and costs during consideration of potential new North County Land Trust fee ownerships and ensure all sound transaction practices are occurring.
- Ensure strong relations with neighbors of North County Land Trust preserves are established and nurtured.
- Ensure preserve and easement documentation are kept in accordance with North County Land Trust's record-keeping policy and that North County Land Trust ongoing and proposed activities follow any restrictions on the land.
- Research and assemble information necessary for the preparation of regional conservation plans and strategies, including land ownership, land use patterns, resource values, legal and other issues related to conservation acquisitions.
- Provide ideas for land protection and organizational outreach to convey effective messages and help solicit funding for programs.
- Set goals and provide support and supervision for stewardship staff.

Advance Land Conservation Regionally 30%

- Work cooperatively with communities, state and local agencies and other conservation partner organizations to maximize land stewardship impacts.
- Participate in conferences when appropriate.
- Lead priority land acquisition projects or assist the state and other agency partners, with land acquisition projects as appropriate.
  - This includes engaging the community to garner support and preparing resources for grant applications including LAND Grant and Forest Legacy Program.
- Partner with land trusts to further land protection and conservation stewardship in North Central Massachusetts.
  - This may include engaging in land protection policy issues, developing joint proposals and providing needed services in our region.
- Provide advice and assistance to local governments with planning, acquisition and management of protected lands.

QUALIFICATIONS:

- Successful management of land protection projects
- Bachelor's degree (master's preferred) in ecology, landscape architecture, watershed management, land use planning or a related field

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- Demonstrated knowledge of real estate transactions, including appraisals, title work, due diligence, escrow instructions, closing principles, practices of land conservation, real estate and land use planning and regulations and zoning
- Capacity to understand complex concepts and translate scientific information into practical guidance including planning documents and outreach materials
- Understanding of emerging public policy issues affecting land use and land preservation, including habitat protection, water quality and quantity, sustainable agricultural and forest land management, environmental and social justice issues, and climate change
  - Experience in building and maintaining collaborative relationships with co-workers, partner organizations, government officials, public agencies, community groups and the general public
- Ability to work effectively with project management in a team setting
- Excellent verbal and written skills
- Evidence of strong relationship skills, including assertiveness, tact and the ability to manage contractors and work with a wide variety of stakeholders
- Demonstrated ability to handle multiple tasks and prioritize workload
- Commitment to the mission and goals of North County Land Trust with thorough understanding of the organization's ability to apply skills for the development and implementation of projects

On occasion this position requires work to be conducted off site, on weekends/evenings, and may involve all weather activity. A valid driver's license is needed and use of a personal vehicle is required to perform duties. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions. North County Land Trust is an at-will employer. This position is 30-40 hours per week with flexible hours, option to work some hours remotely, and a competitive salary based on experience. Position open until filled.

**To Apply, submit:** Cover Letter, Resume, and three references to [memsley@northcountylandtrust.org](mailto:memsley@northcountylandtrust.org). Please label your documents with your last name and document title.