



**North County Land Trust
Executive Director**

North County Land Trust is a nonprofit land conservation organization operating in north central Massachusetts. We're seeking a positive, confident leader with strengths in outreach and community building. Our work is focused on environmental preservation. Your primary focus will be relationship building to advance our mission and leading our able team to improve our organizational efficiency. NCLT assists landowners who want to protect their land from development, and we provide programs that connect our neighbors to the land to help them understand the value of preserving biodiverse natural places. We are looking for a lead advocate and collaborative manager and will provide competitive compensation to the successful candidate based on demonstrated performance and qualifications.

Job Title: Executive Director

Salary range: Full time, \$76,000 - \$82,000

Location: Offices at Doyle Conservation Area, Leominster, MA. Remote work and flexible hours can be arranged.

What we ask of you:

- Outreach and Communication: Build relationships with community leaders, donors and foundations. Make North County Land Trust a household name in our region
- Fundraising: Lead the team to secure funding for operations and capacity building
- Leadership: Build on our collaborative culture and foster an innovative growth mindset. Lead 4-6 staff in developing and prioritizing work plans that reflect our strategic priorities and budget goals
- Operations: Oversee day-to-day business, administrative and financial management per best practices
- Strategy: Engage with the Board on long-term visioning and planning and provide reports and updates for Board meetings

What we offer you:

- The opportunity to lead an ambitious, growing organization doing essential work for the environment. Feel good about the work you're doing in the world!
- A welcoming and inclusive work culture that values diversity
- A hard-working staff with a collaborative operating model. In place are Director of Conservation and Climate, Director of Advancement, Land Stewardship Manager and Operations Manager
- A diverse service area that includes rural farms and urban centers in an affordable part of Massachusetts
- Flexible hours with remote option. We are open to discussing a less than full-time commitment.
- An office at the beautiful Doyle Community Park, owned by The Trustees
- 15 conservation areas ranging from an urban community garden to pastoral hillsides
- A supportive and active Board of Directors

Preferred skills:

- Familiarity with nonprofit operations management and fundraising outreach
- Ability to plan strategically including budgeting and working with the financial team to keep budgets on track.
- Ability to create systems to prioritize tasks, execute a plan, report on progress, and pivot as needed.
- Educational or technical experience in the field of natural resource conservation
- Familiarity with north central Massachusetts, or an enthusiasm to learn more about and commit to the region.

Necessary qualifications:

- A belief that protecting land from development, preserving biodiversity, and supporting natural systems is vital to environmental and economic well-being
- A strong work ethic and a compelling communicator.
- Comfort speaking effectively in public and interacting amicably with a wide variety of people.
- Experience with budget development and interpreting financial documents
- Proficiency with office productivity software – e.g. Microsoft 365
- The ability to assess, motivate, develop, and engage staff
- Delight in the outdoors, and a good sense of humor

Working Conditions:

Duties are performed in the office and the field. Travel is required to various locations in the region for meetings, conferences and speaking engagements. Evening and weekend work is occasionally necessary.

**If this position interests you, please send a resume and letter of introduction by August 31, 2024 to
NCLTdirectors@gmail.com**

North County Land Trust is an equal opportunity employer.