

JOB ANNOUNCEMENT CONSERVATION DIRECTOR

Nevada Land Trust is seeking an experienced and mission-driven Conservation Director to join its team!



WHO WE ARE

Nevada Land Trust works to protect the special places and open spaces of Nevada for future generations.

VALUES THAT GUIDE OUR WORK

Passion

We care deeply about Nevada's lands, waters, wildlife, working landscapes, communities, and special places. That commitment brings energy and purpose to the work.

Persistence

Conservation is long-term work. We stay engaged through complexity, changing conditions, and the time it can take to achieve and sustain meaningful conservation outcomes.

Partnership

Conservation happens through relationships. We work collaboratively with landowners, communities, agencies, tribes, funders, conservation organizations, and others, building trust through listening, transparency, and sustained relationships.

OUR PRIORITIES

Conserve Important Lands and Open Spaces

We protect important lands and open spaces across Nevada, using conservation tools to safeguard places with ecological, scenic, cultural, recreational, and community significance.

Protect Water and Strengthen Watershed Resilience

We work to protect water resources and strengthen watershed resilience, connecting land conservation with groundwater protection, healthy watersheds, and the long-term health of Nevada's natural systems.

Steward Healthy and Resilient Landscapes

We steward conserved lands and conservation interests over time, working to sustain and restore healthy, resilient landscapes and ensure that the purposes for which lands were protected endure.

Sustain Working Lands

We work with landowners and partners to keep working lands working, sustain Nevada's agricultural traditions, and protect the ecological, cultural, and community benefits these landscapes provide.

Connect People and Place

We recognize that lasting conservation depends on strong connections between people and place.

WHAT YOU'LL DO

The Conservation Director plays a critical role in shaping Nevada Land Trust's conservation program. The Director leads a talented team and oversees land acquisitions, conservation easements, and large-scale collaborative projects from initial engagement through stewardship in perpetuity. Working closely with the Executive Director, the Director strengthens the conservation program, develops staff, and brings people and resources together to expand the impact of Nevada Land Trust's work.

KEY RESPONSIBILITIES

Leadership and Strategic Planning

- Contribute to the strategic vision of NLT, working closely with the Executive Director, Board of Trustees, and key stakeholders to align conservation efforts with long-term organizational goals.
- Provide leadership and guidance in developing and executing NLT's Strategic Conservation Plan.
- Supervise, mentor, and train conservation staff, fostering a collaborative work environment.

Land Protection and Conservation Transactions

- Lead and manage land protection programs, ensuring alignment with organizational policies and strategic goals.
- Oversee and implement land acquisitions, conservation easements, and large-scale collaborative projects.
- Navigate the complexities of conservation transactions, including negotiations with private landowners, public agencies, and conservation partners.
- Assist in managing the legal, contractual, and other processes of carrying projects to completion from initial contract through negotiations to closing.
- Provide technical expertise on conservation methods, emphasizing innovative solutions for land protection.

Financial Management and Grant Administration

- Identify and cultivate conservation partners and funding opportunities, write grant proposals, secure commitments, and fulfill funding requirements.
- Prepare and implement budgets for monitoring and land protection programs.

KEY RESPONSIBILITIES

Stewardship, Monitoring and Property Management

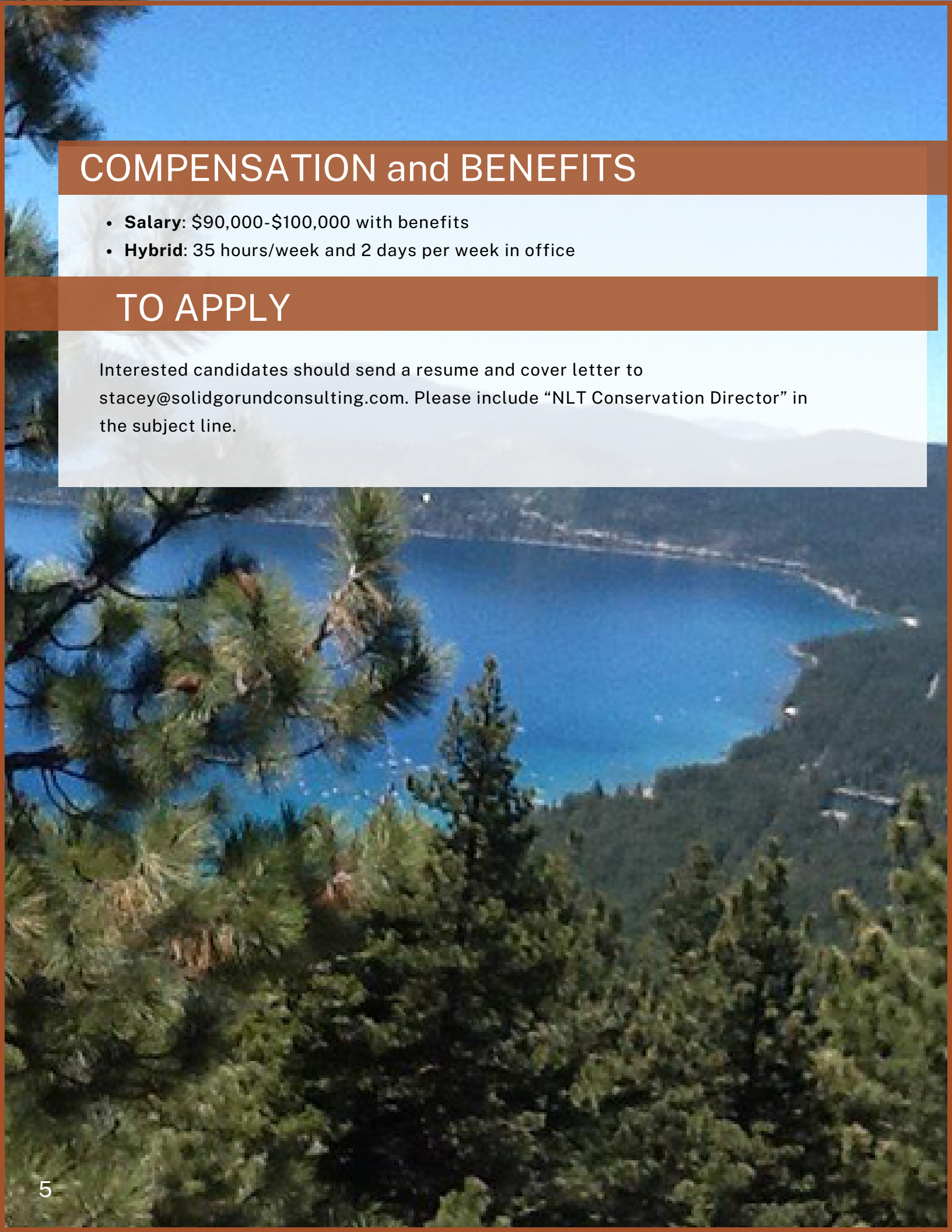
- Develop and maintain management plans for each property, including evaluation of strategies, tactics, and projects related to conservation, restoration, recreation, and education needs.
- Supervise monitoring programs covering portfolios of conservation easement and fee-owned properties.
- Manage and coordinate conservation easement notices, amendments, requests for approval, violations, and fee-owned property requests and encroachments.

Board, Community and External Relations

- Serve as liaison to the Lands Committee.
- Act as a spokesperson for NLT, engaging landowners, community groups, and conservation partners to promote land protection efforts.

SKILLS AND EXPERIENCE OF THE SUCCESSFUL CANDIDATE

- 7+ years of progressively responsible land conservation or natural resources experience
- Experience in land trust, conservation, or environmental nonprofit organizations
- Direct experience working with board committees
- Experience developing strategic alliances and partnerships
- Experience supervising direct reports
- Track record of promoting a collaborative work environment where staff are heard, and where staff are motivated and inspired to perform at their highest levels
- Able to build and sustain an organizational culture of accountability
- Demonstrated success leading complex conservation projects from beginning to closing
- Experience developing conservation strategy, annual work plans, and departmental budget
- Experience securing and managing public and private grants and funding
- Demonstrated ability to represent an organization in high-level partnerships
- Demonstrated experience managing land transactions and/or stewardship programs
- Experience managing complex, multi-stakeholder projects
- Deep knowledge of conservation easements, real estate, and land protection tools
- Experience with conservation law, land use policy, and relevant state and federal programs
- Knowledge of or strong interest in NLT's natural resource and cultural issues
- Experience working with rural communities and landowners
- Experience working and building relationships with people of different backgrounds and a wide range of perspectives, views, and ideas
- Experience working with government agencies
- Ability to work with political leaders individually or in groups to achieve objectives
- Outstanding communicator: excellent speaking, writing, and listening skills
- Commitment to principles of cultural humility in working with diverse communities



COMPENSATION and BENEFITS

- **Salary:** \$90,000-\$100,000 with benefits
- **Hybrid:** 35 hours/week and 2 days per week in office

TO APPLY

Interested candidates should send a resume and cover letter to stacey@solidgorundconsulting.com. Please include “NLT Conservation Director” in the subject line.