



Job Announcement

Position Title: Conservation Director

Location: Durham, NC

Closing Date: Interviews will be ongoing until the position is filled

The Eno River Association is a private, non-profit conservation organization founded in 1966. Our mission is to conserve and protect the natural, cultural, and historical resources of the Eno River basin. We pursue our mission through a variety of program areas including land conservation, advocacy, environmental education, and the Festival for the Eno. Our efforts to date have resulted in over 7,000 acres of protected lands. The Association is a conservation leader in Durham and Orange Counties, and is a member of the Land Trust Alliance as well as the North Carolina Land Trust Council and the Upper Neuse Clean Water Initiative. The Eno River Association was accredited by the Land Trust Accreditation Commission in 2010 and 2016.

Description

The Eno River Association is seeking an energetic, outgoing, organized, and highly motivated professional to initiate and manage landowner outreach and conservation acquisitions in the Eno River basin, and lead land stewardship activities on Association lands and conservation easements. The person in this position works closely with the Executive Director and the Association's conservation partners to develop and implement strategies for land acquisition. Responsibilities include managing a growing portfolio of conservation easement and Association-owned fee lands while also assisting with the management of conservation partner protected lands. Management of other Association staff and volunteers supporting this work will be part of the position's responsibilities.

Responsibilities

Land Protection

- Initiate and sustain outreach with individual landowners and other strategic partners to identify and develop new land conservation projects.
- Respond to inquiries from landowners interested in conservation options.
- Evaluate new projects based on strategic land conservation goals and project selection criteria.
- Work with willing landowners to develop conservation strategies for their property.
- Negotiate with landowners for the purchase or donation of land or conservation easements.

- Work with Executive Director and other legal counsel to draft conservation easements and land purchase contracts, and review draft documents prepared by others.
- Work with the Development Director and Executive Director to identify and pursue funding sources for the land protection and stewardship programs, including acquisition funds, and provide grant administration for grants received.
- Work with the Executive Director to prepare budgets for land and stewardship projects.

Stewardship

- Ensure the monitoring of all Association fee lands, assessing each property for liabilities, changes, encroachments, and need for stewardship work.
- Ensure the monitoring of all Association-held conservation easements, coordinating with landowners on site visits and assessing compliance with the terms of the easement.
- Identify and document issues, encroachments, and/or easement violations, and work with the Executive Director and legal counsel as needed to remediate problems.
- Create, update, and implement management plans and baseline documentation reports for Association fee lands and conservation easements as needed.
- Solicit bids and oversee contracted work on certain Association properties as needed.

Volunteer Coordination

- Oversee recruitment, training, and management of land stewardship volunteers, including the Eno River Trail Stewards program and Volunteer Land Stewards programs.
- Oversee organization and implementation of 20-30 volunteer workday events annually on Association or partner-owned lands, including assisting with volunteer recruitment; planning and securing materials for events; demonstrating safe and correct use of tools; overseeing volunteer work; and coordinating with the Director of Education to facilitate youth engagement events.

Other

- Provide a monthly written report of land protection and stewardship activities to the Association's Board of Directors.
- Maintain a complete and current database, files and reports on all Association land protection projects and holdings, in accordance with the Land Trust Alliance Standards & Practices.
- Use a GIS database and ArcGIS software to create maps for acquisition, stewardship, and outreach projects.
- Assist the Association in maintaining its accredited status with Land Trust Accreditation Commission.
- Provide staff support to the Association's Land & Stewardship Committee.
- Work collaboratively with other Association staff to plan and implement Eno events, including the Festival for the Eno.
- Represent the Association at Association and community events, as needed.
- Work with other Association staff as part of a team to accomplish the goals and mission of the Association.

Qualifications

- Experience working with landowners on conservation easement and land acquisition projects.
- A strong background and experience in natural resource management, volunteer coordination, and environmental restoration techniques.
- A dedicated team player with a sense of humor and a commitment to protecting the natural environment who also works well independently.
- Working knowledge of North Carolina native species and ecology, management of common invasive weeds, and common issues associated with land management.
- Strong interpersonal skills and ability to interact and communicate with a variety of public and private interests, partners, and constituents.
- Strong writing skills.
- Proficiency in ArcGIS software and GPS. Strong computer proficiency and office skills.
- Willingness to work in the field (often alone), as well as in an office environment.
- Willingness to work occasional nights and weekend volunteer workdays, as well as the 4th of July holiday weekend, New Year's Day holiday, and MLK holiday.
- A valid driver's license and willingness to use personal vehicle when necessary (with mileage reimbursement).
- Ability to lift up to 30 pounds and walk on uneven terrain.
- Minimum of a Bachelor's degree in environmental science, natural resources management, forestry, or related field.

Benefits

- Full-time position with salary range starting at \$45,000.
- Generous benefits package including retirement, health insurance, and vacation time.
- 403b retirement plan with matched contributions.

Apply by emailing a cover letter and resume to robin@enoriver.org. Please include "Conservation Director" in the subject line.

The Eno River Association is an equal opportunity employer. Find more information at www.enoriver.org.