



Land Conservation Specialist Position

40 hours/week

Background

Five Rivers Conservation Trust is a growing regional land trust founded in 1988 as the Concord Conservation Trust and expanded in 2002 as the Five Rivers Conservation Trust. Today, Five Rivers covers 17 towns in the greater capital region of New Hampshire. Collaborating with landowners, communities, funders, and other partners, Five Rivers has conserved 74 properties, protecting over 4600 acres. Conserved properties include family farms, working forests, water resources, wildlife habitats, landscapes, and land for recreation in a region where the Merrimack, Contoocook, Blackwater, Warner and Soucook Rivers come together. Five Rivers is accredited by the Land Trust Accreditation Commission and is committed to excellence.

The Position

Five Rivers Conservation Trust seeks to hire its first Land Conservation Specialist to work with the Executive Director and Land Protection and Stewardship Committee (LPC) to lead our land conservation and stewardship efforts. With the addition of this position, Five Rivers strives to be more strategic in our land conservation efforts, increase the pace of conservation, and advance our stewardship program.

Land Conservation Responsibilities

- Work closely with the Executive Director and the LPC to create a long-term conservation plan for Five Rivers' 17-town service area.
- Present information about land conservation options to landowners, especially in focus areas identified in the conservation plan.
- Respond to land conservation inquiries from landowners and the public.
- Work with landowners, community leaders, and partners to develop conservation projects:
 - Evaluate prospective conservation opportunities on the ground and using electronic data;
 - Present prospective projects at LPC and Board meetings;
 - Guide landowners through the land conservation process;
 - Draft and negotiate a donation agreement or purchase and sales agreement for each project;
 - Prepare and operate within a budget for each funded project;
 - Write grants and develop other funding for purchased properties and conservation easements;
 - Negotiate conservation easement terms based on Five Rivers' template easement;
 - Supervise/coordinate the work of surveyors, attorneys, appraisers, and other professionals;
 - Develop baseline documentation reports for each project; and
 - Close files for archiving and office use, within a reasonable time of project completion.
- Work with the Executive Director and LPC Chair to create agendas for monthly meetings.
- Maintain an up-to-date project list with monthly project status updates.
- Develop and maintain an in-house GIS system.
- Ensure acquisition work meets Land Trust Standards and Practices and Accreditation requirements.

Stewardship Responsibilities

- Build positive relationships with easement landowners.
- Respond to easement owner requests for interpretation, approvals, and notifications.
- Meet with new owners of conserved land to ensure a smooth transition of ownership.
- Work with the volunteer monitor coordinator and office assistant to oversee the easement monitoring process.
- Coordinate annual training sessions for easement monitors.
- Annually monitor 20% of Five Rivers' conservation easements with the volunteer monitors.
- Review monitoring reports, send confirmation letters to landowners, and respond to issues identified.
- Evaluate ongoing activities on conserved land to ensure compliance with easement terms.
- Lead the response effort for correcting compliance issues.
- Document stewardship work with written reports, maps, and photos.
- Develop management plans for Five Rivers-owned property.
- Assess the quality of the stewardship program and improve as appropriate.
- Ensure stewardship work meets Land Trust Standards and Practices and Accreditation Requirements.

General Responsibilities

- Be a Five Rivers Ambassador, developing supporters, monitors, and other volunteers.
- Attend Five Rivers' functions, events, outside meetings, professional development, as needed.
- Assist with Accreditation evaluation, application preparation, and internal policies.
- Know and follow organizational policies and procedures, document standard operating procedures.
- Help improve efficiency, effectiveness, and success of Five Rivers Conservation Trust.

Requirements:

- Bachelor's degree in forestry, agriculture, conservation, natural resources or related field.
- Minimum of 3 years' experience in land conservation project development and/or easement stewardship.
- Strong understanding of land conservation and stewardship techniques, trends, and practices.
- Proven ability to work outdoors alone, hiking rough terrain, off trail, navigating unknown territory using map, compass, GPS, and other technology.
- Proven ability to read and interpret maps, surveys, and other field documentation.
- Strong proficiency with MS Word, Excel, GPS, and GIS mapping software and hardware.
- Valid driver's license, proof of insurance, and access to a reliable vehicle.

Desired Characteristics and Skills:

- Enthusiasm for land conservation; commitment to Five Rivers' land conservation mission and region.
- Proven ability to negotiate technical natural resource and legal easement terms with landowners, funders, partners, and attorneys.
- Excellent verbal and written communication skills and interpersonal skills, including public speaking.
- Ability to relate to people from a variety of backgrounds including farmers, funders, foresters, loggers, hikers, attorneys, surveyors, realtors, members, board and committee members.
- Excellent organizational skills and proven ability to manage multiple complex projects and relationships.
- Motivated team player with strong initiative and ability to work independently.
- Compassionate, trustworthy, confident, and professional.
- Able to work under pressure with patience, grace, and a sense of humor.
- Ability to create maps showing natural resource attributes using publically available data.
- Experience with surveying, title work, appraisals, land management, agriculture, real estate, or volunteer management is a plus.
- Functional understanding of New England natural history and ecology.

Working conditions and physical requirements:

Work is based out of Five Rivers Conservation Trust's office in Concord, NH with time alone in the field visiting landowners and evaluating properties over rough terrain, in all weather conditions. Dependability and regular in-office attendance are required. Occasional evening and weekend commitments are necessary. Regular travel with a personal vehicle is essential.

Supervised by: Executive Director

Supervises: Volunteer easement monitors; contracted professionals.

Location: Five Rivers' office in Concord, NH

Compensation:

This is a full-time salaried position. Starting salary range is \$38,000-50,000/year, commensurate with experience. Benefits include health insurance, SIMPLE IRA match, paid vacation time, and holidays.

To apply:

Send cover letter describing interest and qualifications, resume, and three professional references by to HiringTeam@5rct.org . Applications will be accepted until the position is filled.

Five Rivers is an equal opportunity employer. All decisions to recruit, hire, promote, and dismiss from employment are made without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, age, marital status, physical or mental disabilities or veteran status.