



JOB ANNOUNCEMENT

LAND PROTECTION SPECIALIST

Are You Looking for a Conservation Career Opportunity with an Organization that Values its Employees?

The Whidbey Camano Land Trust is seeking a committed conservationist to protect important lands and waters in Island County, located in northwest Washington State. This is an exciting opportunity to join a dynamic, high-caliber, results-oriented team focused on conserving the natural habitats and agricultural lands and expanding appropriate public outdoor opportunities on Whidbey and Camano islands for the benefit of future generations. The work is fast-paced, challenging, and highly rewarding. The office is located on historic Greenbank Farm in Central Whidbey Island with beautiful scenery and trail access right outside the front door. Join our friendly, hardworking, mission-driven team, with competitive local salaries and full benefits.

Island County is located northwest of Seattle. It has an incredible quality of life with small rural communities, access to lots of beaches and natural areas.

ABOUT US

We are the Whidbey Camano Land Trust, an independent, nationally accredited, 501(c)3 nonprofit conservation organization, established in 1984. We practice strategic, science-based land and water conservation that makes sure people and nature thrive in the face of climate change and increasing demands on nature. Benefits of our work include keeping our water and air clean. Providing appropriate outdoor places to appreciate and enjoy nature. Protecting key habitat for native fish, wildlife, and other living organisms. Keeping prime soils and local family farms intact. Helping the local economy by attracting businesses, residents, and visitors. And ensuring these treasured islands remain as places of refuge for all.

In the past five years, the Land Trust has increased its visibility, relationship network, and direct conservation results. The future of the Land Trust is seeded with strong and growing support, healthy financial reserves, and record conservation opportunities. The Land Trust is in a very strong position to significantly enhance its mission. That is why the Land Trust is expanding its internal capacity with this position being part of that expansion.

The Land Trust is a member of the Land Trust Alliance (LTA), a national organization that works on behalf of land trusts to increase the pace and quality of land conservation. We were one of the first of the nation's land trusts to receive national accreditation from the Land Trust Accreditation Commission, a special status recognizing nonprofit excellence. We were reaccredited in 2017.

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION: The Land Trust is committed to creating an equitable and inclusive work environment. Diverse candidates are welcome to apply for this position. We are an Equal Opportunity Employer.

ABOUT THE POSITION

Reporting to the Conservation Director, the focus of the Land Protection Specialist is working with willing landowners to acquire conservation interests, both fee simple and conservation easements, in priority lands and waters. The position involves significant time drafting, revising, and reviewing complex real estate legal documents. Work also includes landowner negotiations, grant writing and presentation, and conservation project planning and implementation. Duties include but are not limited to:

JOB PRIORITIES:

- Carry out all phases of land acquisition projects (fee simple, conservation easement and agency assists) including: a significant portion of worktime spent drafting and reviewing conservation easements, purchase and sale agreements, and related legal documents; coordination with Conservation Team and other staff members; project evaluations; landowner outreach, cultivation and negotiation; coordination with partners; consultation with legal counsel and conservation director; securing funding and/or donations and closing of transactions.
- Develop, research, write, present, implement and track grants and other funding sources to achieve land protection goals.
- Outreach to landowners within Protection Priority Areas.
- Review and respond to landowner requests and inquiries regarding potential gifts or sales.
- Consult with the land steward to ensure that land protection projects are consistent with long-term stewardship.

=

OTHER RESPONSIBILITIES:

- Update staff and board on land protection activities.
- Participate in organizational development, board training, and as appropriate, fundraising activities.
- Form partnerships and gain support for projects including, where appropriate, outreach to and involvement with members, neighbors, public, agencies, and landowners.
- Develop annual work plans and assist on project budgets.
- Update land acquisition policies and procedures.
- Write, develop, coordinate, and revise land protection and project acquisition plans.
- Prepare newsletter articles, landowner information packets and website project updates, and give presentations in a variety of settings.
- Other duties, as assigned.

REQUIRED QUALIFICATIONS AND RELATED LIFE EXPERIENCE

Minimum Qualifications: In your resume and cover letter, please address how you meet the following minimum qualifications:

- Bachelor's Degree and three years related experience or equivalent combination of education and experience.
- Knowledge of real estate, protection techniques, and land conservation principles, and the ability to successfully complete land protection projects.
- Commitment to land conservation.
- Experience in successful negotiations and/or creative problem-solving.
- Experience in developing positive relationships.
- Competent with standard computer software, including MS Word, MS Excel, MS PowerPoint, and e-mail.
- Practical problem-solving and organizational skills.
- Valid, insurable driver's license.
- Ability to lift 30 pounds and walk properties with landowners.

Preferred Knowledge, Skills and Experience: Training in real estate, law, land use, or project management.

- Strong attention to detail and ability to handle multiple tasks concurrently.
- Experience drafting and reviewing complex legal document.
- Strong interpersonal skills, including ability to negotiate, influence, and persuade.
- Excellent communication and presentation skills, including written, verbal and listening.
- Comfortable completing a wide range of tasks, from administrative work to complex real estate documents.
- Ability to adapt, perform under pressure, and work both independently and as part of a team.
- Ability to work with diverse people and develop positive working relationships with landowners, government agency employees, team members, and other stakeholders.

BENEFITS

The Land Trust offers competitive compensation, matching retirement funds, excellent benefits, flexible work policies, and a collaborative work environment. We also provide professional development opportunities. The Land Trust culture supports and inspires conservation achievement and personal development.

FLEXIBILITY

The Land Trust values work-life balance in its employment practices:

- Some flexible scheduling and some work-from-home available after successful onboarding
- 11 paid holidays
- 12 vacation days annually, increased with tenure
- 12 sick days annually
- Sabbatical leave program
- Dog-friendly office with pre-qualified dog(s)

BENEFITS

- Medical, dental, and vision insurance (100% of employee-only premium is paid by the Land Trust). Family coverage available for purchase.
- 3% retirement match
- Generous paid time off and flexible scheduling, as listed above
- Professional development and training opportunities
- Values-driven, meaningful conservation work. At the Land Trust, your work makes a difference!

SALARY AND DETAILS

PRIMARY LOCATION: Greenbank Farm (Smoke-Free Workplace), Local Travel Required

CLASSIFICATION: Full-time, Salaried/Exempt Position

SALARY: \$46,000-\$60,000 (Based on experience)

TO APPLY

Submit a cover letter describing motivations, qualifications, and related life experience, along with your resume, attached to email, to: jobs@wclt.org. No phone calls please!

Application review starts Monday, August 16, 2021. Open until filled.