



**LAND  
TRUST**  
OF SANTA CRUZ  
COUNTY

The **Land Trust of Santa Cruz County** is a leading conservation organization on California's Central Coast. We protect working lands, like farms and timberland, and natural lands with high conservation value – thus protecting water supplies, wildlife habitats, biodiversity, and recreational opportunities. We are seeking a seasoned conservation professional to join our senior management team as **Director of Conservation**. We offer a flexible work schedule and competitive compensation and benefits. Salary range \$100,000 to \$118,000, depending on experience.

**Title: Director of Conservation**

**Classification: Exempt**

**Reports to: Executive Director**

**Background:** The Land Trust spent the last two years gathering all existing resource data on Santa Cruz County and nearby areas. We convened hundreds of experts, partners and community members to create our *Conservation Blueprint*, a science and community based conservation plan and GIS database. The *Conservation Blueprint* identified 50,000 acres of multiple benefit areas that are essential to protect over the next twenty five years so that we can protect the resources and lands that we love for future generations. Last November, we kicked off the first phase of implementation with a plan to protect 10,000 strategic acres over the next two years. Having raised \$11 million and having made significant progress on protection transactions since that announcement, we are well on our way to accomplishing this goal. We recently embarked upon our Strategic Plan for 2013 -2015 where we will determine priorities and strategies for the second phase of implementation of the *Conservation Blueprint* vision. The Director of Conservation will play a pivotal role in both this planning process and its implementation.

**Primary Responsibility:** Development and implementation of the Land Trust's conservation goals.

### **Essential Functions:**

- Provide leadership for critical conservation functions – science based project evaluation, stewardship and land management planning and implementation, public agency fundraising and partner development
- Collaborate in the development of the Land Trust's 2013-2015 Strategic Plan, as informed by the *Conservation Blueprint*
- With other members of the Senior Management Team, develop tactics, projects and workplans to implement the new Strategic Plan, including funding and financing options
- Direct and supervise conservation staff of four and numerous contractors and consultants
- Develop and manage Conservation Department budget of \$900,000 and financial planning for conservation projects
- Oversee conservation and restoration on Land Trust properties according to Land Trust management plans
- Participate in regional and landscape level conservation initiatives with nonprofit, business and agency partners
- Communicate effectively with Land Trust staff, board and others to ensure timely and effective implementation of Land Trust conservation strategies
- Coordinate with and support efforts of other Land Trust functions and staff
- Ensure stewardship and acquisition practices conform to Land Trust Alliance's Standards and Practices
- Meet regularly with Board of Trustees' Lands Committee

## Requirements:

- A commitment to conservation in Santa Cruz County - familiarity with the local geographic area a plus
- Understanding of broad range of natural resource topics
- Knowledge of and experience with conservation protection techniques
- Experience supervising staff, contractors and consultants
- Experience developing and performing to budget
- Experience in permitting, land use policy, environmental review requirements and other regulatory processes
- Substantial experience with public agency programs and fundraising opportunities
- Experience working with partners, volunteers and others in the conservation community
- Experience in ecological and natural resource planning and management
- Experience with industrial organic farming and timber management a plus
- Excellent project management skills and ability to manage multiple complex projects
- Excellent written, verbal and interpersonal communication skills
- Outstanding planning and analytical skills
- College degree required, graduate degree a plus
- Highest personal and professional integrity
- Self-motivated and a team player
- Skilled with spreadsheets and other office software
- Creative problem solver
- Sense of humor
- Must be able to drive
- Must be able to hike over rough terrain
- Must be able to lift up to 25 pounds on an occasional basis, perform fine hand manipulation, operate a keyboard, view a computer screen, drive a car and answer telephones
- Evening and weekend work is sometimes required

## To apply:

Send resume and cover letter to [job@landtrustsantacruz.org](mailto:job@landtrustsantacruz.org)

To learn more about the Land Trust visit our website  
[www.landtrustsantacruz.org](http://www.landtrustsantacruz.org)