



Ensuring Our Future

Land Conservation Director

7 Lakes Alliance seeks an innovative, energetic and collaborative leader to join our team as our Land Conservation Director. The successful candidate will lead strategic efforts to advance a long-term vision for healthy and resilient lands throughout the Belgrade Lakes watershed to forever support people and wildlife. The director will work with an interdisciplinary team of people who share a passion for nature.

7 Lakes is a science-driven, community-based, and nationally accredited land trust working to conserve the lands and waters of the Belgrade Lakes Region for all. We work with diverse public and private partners in a 180-square mile watershed that includes portions of three counties (Franklin, Kennebec and Somerset) and 13 municipalities. We combine the strengths of two predecessor organizations – the Belgrade Regional Conservation Alliance, lead partner with the State in the development of the Kennebec Highlands, and the Maine Lakes Resource Center, an education and watershed science leader that established our longstanding collaboration with Colby College.

Job Responsibilities include:

- **Lead planning and implementation efforts** to sustainably and strategically conserve and steward vital, interconnected lands while maximizing water quality protection.
- Work with the CEO, Development Director and other staff **to identify and raise funds and other resources** to accomplish land conservation and stewardship.
- Report to the CEO, supervise Land Stewardship staff and manage consultants.
- **Ensure effective operations consistent with Land Trust Alliance standards and practices**, including support for board decisions, recordkeeping, stewardship and all other matters.
- **Lead strategies to meet land conservation objectives**, including but not limited to landscape connectivity, protection and restoration of habitat and water quality, climate resilience, biodiversity, outdoor recreational and traditional opportunities and acres conserved.
- **Identify and negotiate priority land acquisition and easement projects**, working as needed with other team members and consultants.
- **Ensure professional implementation of land easements and acquisitions**, including negotiations, environmental due diligence, surveys, baseline documentation, appraisals, management planning and stewardship.
- Collaborate with 7 Lakes colleagues to **determine and demonstrate the**

effectiveness of conservation measures, especially for water quality health.

- **Develop and maintain meaningful, productive relationships** with landowners, communities, governments, recreational users, neighbors and other conservation partners.
- Work with colleagues to **connect people of all ages to conserved lands** through events, activities and communications.

Qualifications

- 4-6 years of experience working on land conservation. An emphasis on conservation acquisition and easements is strongly preferred.
- Background in Landscape Ecology, Conservation Biology, or relevant environmental science is strongly preferred.
- Excellent communications skills including writing, listening and relating to diverse audiences.
- Enthusiasm for collaboration with diverse public and private partners.
- Ability to work both independently and with supervision in a team setting.
- Demonstrated experience with land conservation best practices, including Land Trust Alliance standards and practices.
- Knowledge and application of conservation science principles, including climate resilience and water quality protection.
- Demonstrated experience managing staff and volunteers.
- Demonstrated grant experience.
- Proficiency with basic MS Office software, including Word and Excel.
- Demonstrated ArcGIS, Google Earth and GPS, and map-making skills strongly preferred.
- Willingness to work or attend meetings and events on occasional evenings and weekends in order to meet the needs of diverse partners.
- Ability to work independently while remaining productively integrated with our team.
- Valid vehicle driver's license and personal vehicle with proof of insurance.

The Land Conservation Director position is full-time. Benefits include health and life insurance, paid vacation and sick leave, all Federal holidays, and a retirement plan. All employees must be fully vaccinated for COVID, including boosters. Evening and weekend work sometimes required to accommodate work with towns, volunteers and landowners. The position is based out of the 7 Lakes Alliance office in Belgrade Lakes, Maine. Salary is competitive and is commensurate with experience.

TO APPLY: We look forward to your interest in this opportunity. Please send a cover letter and resume to info@7lakesalliance.org, subject "Land Conservation Director." 7 Lakes will interview candidates in March, 2023. Position will be open until filled. Finalists may be asked to provide writing samples and references. Start date is as soon as feasible.

7 Lakes is an equal opportunity employer dedicated to creating an inclusive culture where employees from diverse backgrounds can thrive and support our mission. We do

not discriminate on the basis of race, color, sex, gender identity, national origin, age, disability, veteran status, sexual orientation or any other characteristic protected by law. We value a diverse workplace and strongly encourage qualified individuals with disabilities and those from diverse backgrounds to apply.

External and internal applicants, and incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation as determined by management on a case by case basis.

This job description is not an employment agreement between the employer and employee and is subject to change by the employer as the employer's needs and job requirements change.