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**Land Protection Director**

**Overview**

Manada Conservancy, an established land trust based in Dauphin County, PA, is seeking a Land Protection Director to lead our efforts to preserve and protect land in our region for the benefit of all. Working closely with and reporting to the Executive Director, this full-time position has primary responsibility for executing land acquisition and protection activities (easements and fee-owned projects) for the Conservancy. It includes a competitive compensation package, flexible hours, and a friendly, caring, and inclusive work environment. A Bachelor’s Degree in a conservation-related field and at least two years of land protection experience are strongly preferred.

To apply, please submit your résumé and a cover letter to Karen Haldeman at office@manada.org.

This position will remain open until a suitable candidate is selected.

Manada Conservancy is an Equal Opportunity Employer committed to diversity, equity, inclusion, and belonging.

**Mission**

Manada Conservancy is a land trust dedicated to preserving the natural, historic, agricultural, and scenic resources of Dauphin County through land conservation, environmental education, and community engagement.

**Vision**

Manada Conservancy envisions communities in which preserved land is abundant, native habitat is restored, and conservation is widely understood and practiced for the benefit of all.

**Guiding Principles**

* **Personal connection with nature:** Manada Conservancy believes that a personal connection with nature increases wellbeing for individuals and for our communities. We will promote and inspire a personal connection with nature for everyone we serve.
* **Conserving irreplaceable resources:** We believe that Dauphin County’s natural resources enrich our communities, maintain the health of our environment, and increase our resilience to climate change. They are irreplaceable and their conservation is our highest priority.
* **Restoring natural environments:** The Conservancy is committed to diligent stewardship of our owned and eased properties and to supporting others in their stewardship efforts. We strive to restore habitats to their natural state by activities such as improving riparian buffers, removing invasive species, and promoting the use of native plants in landscaping.
* **Fulfilling our promise to future generations:** Manada Conservancy recognizes its responsibility to conserve the natural assets for current and future generations. We will remain organizationally and fiscally robust, consistently use the best available information to guide decision-making, and ensure the availability of resources to care for our properties and easements in perpetuity.
* **Building awareness:** The Conservancy’s success is contingent on raising awareness of the importance of a healthy natural environment to the health of the communities we serve and to global health and resilience. We will serve as a scientifically sound and trusted voice regarding conservation matters. We will use all our resources – our natural, financial, and particularly our human resources - wisely and with integrity to benefit and ensure the trust of the community.
* **Seeking collaboration:** Given the importance and breadth of our mission, Manada Conservancy will actively seek collaborations to increase our impact. We will offer our knowledge, capabilities, and energies to other organizations including other land trusts, state and local governments, other non-profits, and businesses that support conservation. We will expand our engagement to include new partnerships, including organizations that serve communities historically underrepresented in conservation efforts and access to the natural world.
* **Engaging all authentically and respectfully:**  Manada Conservancy believes that there is both community benefit and personal reward in working together with passionate, thoughtful individuals to advance a common cause. Our work within the Conservancy, with our partners, and with all other stakeholders will therefore be grounded in authenticity and respect. We will honor the diversity of Dauphin County by listening attentively to its people and offering our experience and assistance to those who seek it. We will provide informative programming and engage with the many communities that comprise this region.

**Organizational Profile**

**Founding:** A 501(c)(3) land trust in operation since 1997

**Service Area:** South Central PA, primarily Dauphin County (pop. 278,000; land area 558 square miles), home to portions of the Kittatinny Ridge, Swatara Creek, and Susquehanna River and State Capital, Harrisburg

**Volunteer board:** 11-19

**Staff:** ~3.5 FTE

**Number of members**: ~400

**Acres protected:** ~2500

Owned: ~120, 8 parcels

Eased: ~2400, 26 parcels

**Operating budget:** ~$160,000

**Operating reserve:** ~$180,000

**Endowment:** ~$390,000

**Partners include**: PA Dept. of Conservation and Natural Resources, The Nature Conservancy, PA Audubon, Kittatinny Coalition, Fort Indiantown Gap Army compatible use buffer program, Tri-County Regional Planning Commission, Dauphin County Woodlands Owners Association

**Educational programs (adults and children’s):** 5/year; total ~200 attendees

**Native plant sales:** spring and late summer

**Riparian buffer plantings:** ~35 in total, >5,000 trees

**Position Description**

This is a full-time, salaried, exempt position with an annual salary range of $46,000 to $62,000, depending on qualifications and experience.

The Land Protection Director (LPD) is responsible for the execution of land acquisition and protection activities (easements and fee-owned projects) for Manada Conservancy. The LPD receives direction and operational oversight from the Executive Director (ED). The ED and LPD are guided by the organization’s Strategic Conservation Plan, and by recommendations from the Land Protection Committee.

Responsibilities:

1. The LPD, in consultation with the ED, executes the primary preservation mission of Manada Conservancy, including the investigation and evaluation of potential land protection projects. Site visits and evaluations of these projects, and other LPD responsibilities, will occasionally require the LPD to hike in undeveloped terrain.
2. Anyone may bring potential projects to the LPD and the office may receive inquiries about land protection that are forwarded to the LPD. The LPD investigates these potential projects for presentation to the Land Protection Committee and the ED. The Land Protection Committee evaluates the projects in the context of the Strategic Conservation Plan, the Organizational Strategic Plan, and the Manada Conservancy Mission, and determines whether to recommend pursuit of the project to the Board of Directors.
3. The LPD serves as the primary (or occasionally secondary) staff person to complete land protection projects undertaken by the organization. The LPD has the primary responsibility to initiate, pursue, and complete preservation projects that have been approved by the Board of Directors, including meeting with landowners and attorneys, and preparing conservation easements that comply with WeConservePA and Land Trust Association standards. The LPD maintains documentation of all steps in this process, including the acquisition checklist.
4. The LPD attends key meetings as the project leader or second. Both the Primary and Secondary project contacts remain aware of progress in the completion of the Project Checklist to make sure all components are complete.
5. The LPD maintains all project acquisition files according to Preservation Record-keeping policy.
6. The LPD identifies and applies for grants that may assist in the successful completion of land protection projects, and for other grants that may advance the preservation mission of the Conservancy. The LPD communicates and meets with potential grantors.
7. The LPD fosters and participates in partnerships which further the Manada Conservancy Preservation mission, and which help to achieve larger landscape and public benefit goals shared by Manada Conservancy, such as improving water quality in the Chesapeake Bay, promoting an unbroken migration corridor in the Kittatinny Corridor, and building on mutual goals, and others.
8. The LPD participates in partnerships with municipalities and the county, when appropriate, to foster a collaborative relationship with regard to land use planning.
9. The LPD staffs Land Protection Committee meetings and brings potential projects to the Committee. The LPD assists the Committee in evaluating the feasibility of projects based on Property visit, Selection Criteria, Strategic Conservation Map, Resource Estimate Summary, Photographs, Current Activity sheets, and potential grant funding sources and/or grant funding requirements. In collaboration with the ED, the LPD assists in presenting potential projects to the Board of Directors at Board meetings when necessary. The LPD, in coordination with the ED, then leads the process through the required approval steps to complete the project, using the most updated project checklist.
10. In coordination with the Stewardship Director, the LPD investigates potential violation issues, amendment requests, legal problems and public relations problems and special needs for any of our preserved properties, to inform the ED and resolve the issue. The ED then initiates the necessary Terra Firma communication in the case of a potential violation.
11. In coordination with the ED, Stewardship Director, and Land Protection Committee, the LPD prepares the annual budget request for the Land Protection Committee for the coming year.

Physical Activities:

This position sometimes requires hiking in undeveloped terrain, carrying a light load. Occasionally, these hikes could be a few miles in length and include an elevation change of several hundred feet.

Qualifications:

A Bachelor’s degree in a conservation-related field and at least two years of experience related to land protection are strongly preferred.

Supervision:

The LPD reports to, and is under the supervision of, the ED.