

## **WeConservePA Job Announcement**

### **Director of Conservation Law**

#### **SUMMARY**

WeConservePA seeks an experienced attorney interested in applying their knowledge, skills, and talents to becoming a major resource for land conservation in Pennsylvania. The newly created position of director of conservation law offers candidates a pathway to personal fulfillment and the opportunity to increase the quality, effectiveness, and volume of conservation happening in the state. The position reports directly to the executive director.

#### **ELEMENTS OF THE POSITION**

WeConservePA envisions six elements in the director of conservation law's work program:

- Building a community of practice—bringing together land conservation attorneys and long-time land protection personnel—centered on increasing knowledge and expertise in land conservation transaction and stewardship matters.
- Boosting WeConservePA conservation law training as well as attention to land conservation education by others (e.g., bar association real estate, estate planning, and other divisions).
- In response to individual questions and requests, providing general legal guidance directly to land trusts (assistance that does not rise to an attorney-client level of service).
- Providing attorney-client level of service regarding land conservation transactions to those land trusts in need and who sign engagement letters. (One objective is to fill gaps in local service where matters might otherwise be addressed poorly if at all; it is not to compete with PA attorneys that are experienced in conservation law matters. Another objective is to help ensure that the director keeps sufficiently practiced so as to be a reliable and practical source of land conservation law expertise.)
- Assisting in ensuring that WeConservePA guides and model documents maintain their freshness and relevance. (See these guides and models at [conservationtools.org](http://conservationtools.org).)
- Serving as in-house counsel to WeConservePA and performing other tasks as assigned by the executive director.

The director will also lead in setting a solid stage for the position's work including: convening a Conservation Law Council of interested and experienced attorneys to advise the director; ensuring conformance with the Pennsylvania Rules of Professional Conduct; and appropriately addressing liability issues.

## **WORK ARRANGEMENT**

**Hours.** WeConservePA is taking a flexible approach toward the hiring and will entertain creative proposals from candidates. While WeConservePA prefers someone who will take the position on a full-time basis, the organization will also consider candidates who will work as little as half-time in the position.

**Location.** The director of land conservation may be located anywhere in Pennsylvania; however, they will be expected to work from the Harrisburg office a few times a month to foster interpersonal connections and understandings and create synergies in WeConservePA's work.

In addition, the director can expect to use both virtual and face-to-face meetings in their work. The latter requires a modest amount of travel, the quantity to be determined as the work proceeds in the position.

**Small office.** The director will bring the WeConservePA staff complement to seven. With the organization having only one part-time administrative person, the director will have only limited administrative support.

**Compensation.** WeConservePA seeks to offer a competitive nonprofit compensation package. A full-time position offers excellent benefits including 100% of a Blue Cross health insurance premium. Full and part-time positions may enroll in the 401(k) retirement plan with WeConservePA providing a 5% contribution.

WeConservePA is prepared to provide \$94,000 in salary to the person accepting a full-time position with this number adjusted lower or higher depending on the candidate's strengths, the details of employment, and the level of interest in the position.

## **QUALIFICATIONS**

- Member of the Pennsylvania Bar.
- Substantial experience in the practice of law including with real estate transactions.
- Personal commitment to conservation.
- Enthusiastic self-starter and practical problem-solver; outstanding analytical skills, creativity, and resourcefulness.
- Exceptional writing and interpersonal skills.
- Skilled in project management and keeping multiple projects flowing simultaneously.
- Strong attention to detail and accuracy; solid research skills.
- Comfortable working independently and as a team member.
- Valid driver's license and willingness to travel as needed.

**ADDITIONAL INFORMATION**

WeConservePA helps people care for, wisely use, and enjoy what nature offers. See [WeConservePA.org](http://WeConservePA.org) for strategic plan, program reports, and other information.  
EOE.

**TO APPLY**

Email cover letter, resume, and other content (if any) that supports your candidacy to [info@weconservepa.org](mailto:info@weconservepa.org). Put “Director of Conservation Law” on the subject line. You must include compensation expectations in your cover letter to be considered.

The position will remain open until the position is filled. No phone calls.