



## VICE PRESIDENT, LAND CONSERVATION EMPLOYMENT OPPORTUNITY

**Title:** Vice President, Land Conservation

**Type:** Full Time, 40 hours/week

**Status:** Exempt

**Office Location:** Sewickley, PA / Hybrid

### **About Allegheny Land Trust**

Join a dynamic team at Allegheny Land Trust (ALT), a 501(c)(3) nonprofit founded in 1993 in response to the rapidly declining amount of green space in Allegheny County. ALT has protected more than 3,900 acres to preserve our region's unique natural beauty, provide accessible outdoor recreational opportunities, improve water quality, sustain biodiversity, and enhance the overall quality of life for all. Our strategic priorities include land protection, land stewardship, community conservation, and environmental education. Learn more and read our current strategic plan at [alleghenylandtrust.org](http://alleghenylandtrust.org).

### **Why Work with Us**

At ALT, we believe in fostering a positive and inclusive work environment. Join us for a fulfilling career featuring:

- **Work-Life Balance and Flexibility:** Enjoy a supportive work culture that values your well-being. Benefit from flexible schedules and a hybrid work environment, allowing you to achieve an optimal work-life balance.
- **Professional Development:** Thrive in your career with our commitment to continuous learning. We provide professional development plans for each employee, ensuring growth and success.
- **Generous Benefits:** Receive excellent benefits, including ample paid time off; medical, dental, and vision coverage; and a retirement plan with employer contribution.
- **Diversity, Equity, Inclusion, and Accessibility (DEIA):** Be a part of an organization that actively promotes diversity, equity, inclusion, and accessibility. We embrace and celebrate the unique perspectives and backgrounds of our team and the communities where we work.
- **Positive Work Culture:** Join a team that values collaboration, celebrates successes, and supports one another. We believe in creating an environment where everyone feels valued and appreciated.

## **Position Summary**

The Vice President of Land Conservation directs and executes strategies that identify, plan and protect land to achieve Allegheny Land Trust's mission. This leader serves as a subject matter expert on conservation-related issues and originator of creative solutions for regional threats/opportunities around land use, conservation and greenway planning, ecosystem impact and valuation, and various methods of land protection. As a member of the organization's senior leadership team, the professional in this position must be capable of actively contributing to senior-level organizational planning and decision-making while working closely with landowners, government agencies and partners to identify, secure and protect green space in southwestern Pennsylvania.

## **Duties and Responsibilities**

### **Conservation Planning and Partnerships (50%)**

- Creates a departmental vision and develops a master conservation plan as a blueprint for land protection targets in ALT's regional geographic service area.
- Identify, investigate and recommend conservation targets that meet established criteria and annual conservation goals.
- Evaluate, present and update various audiences about current conservation targets including ALT's board of directors, Land Protection Committee, staff, and community.
- Expand ALT's influence by participating in conference presentations, sitting on nonprofit boards, actively participating in coalitions and associations to enhance knowledge, to develop new partners and identifying ALT as an expert in land conservation.

### **Deal Structuring and Negotiating (20%)**

- Comprehends traditional and creative real estate techniques to serve as the lead landowner liaison and deal negotiator and to garner the best conservation agreement possible for ALT regardless of a market-rate acquisition, bargain sale, land donation, conservation easement, land transfer to a partner or other type of conservation agreement.
- Be the primary conservation liaison with various stakeholders including landowners, our real estate attorney, neighbors and designated funding sources. Delegate to Land Conservation staff responsibilities and project leadership as needed.
- Ensures legal processes and practices are followed and align with federal, state, local and Land Trust Accreditation Commission requirements.

### **Operations and Fundraising (30%)**

- In partnership with Development staff, oversees planning, preparation and administration of land conservation projects including the completion of post-award

reimbursement requirements and progress reporting for grantors including but not limited to private, local, state and federal agencies.

- Oversees development of departmental and project budgets and funding plans to ensure financial feasibility for projects and supports marketing, fundraising and community engagement efforts.
- Synthesizes complex and uncertain current and future conditions and creates strategies to provide subject matter expertise. Positions land conservation and ecosystem services as a tool to address regional issues regarding resiliency and sustainability.
- Leads a high-performing Land Protection team, directing Community Conservation and Easement Programming focus. Identify opportunities to build skills and expertise in staff by working to clearly identify a professional development plan and perform annual evaluations of staff.
- Identifies and pursues opportunities for carbon credit, mitigation banking and other types of creative revenue generating and conservation focused projects.

### **Working Conditions**

**Travel Requirements:** This role entails frequent travel by automobile to off-site meetings and activities during weekdays, and occasional evenings and weekends. Additionally, there may be occasional participation in outdoor activities such as hikes and outdoor service projects, which may require walking on uneven terrain, using hand tools or carrying up to 20 pounds.

**Remote Work and Home Office:** ALT understands the importance of work-life balance and efficiency. We currently offer employees the flexibility of a pre-approved hybrid schedule. For remote work, we expect reliable electricity and internet connections in a relatively distraction-free environment.

**In-Office Work:** ALT maintains an office space located in Sewickley, PA. Our semi-open office concept fosters a collaborative environment, encouraging interdepartmental conversations, all-staff meetings, and social gatherings in a comfortable setting.

**Reporting Relationships:** The VP of Land Conservation will report to the Senior Vice President and Chief Operating Officer. The VP of Land Conservation will oversee a talented team of 2 conservation professionals.

### **Qualifications**

1. A minimum of ten years of professional or managerial experience in land use planning, real estate sales or development, land use law, or related positions in for-profit or non-profit organizations or prior land trust experience.
2. Comprehensive knowledge of land protection methods, site analysis, planning and design; state, county and local municipal land use ordinances; municipal development review and approval processes and related technical regulations.

3. Expert in creating and negotiating private and public real estate transactional contracts and agreements including but not limited to: term sheets, Agreements of Sale, conservation easements, option agreements and First Right of Refusals.
4. Excellent verbal and written communications including writing grant applications, submitting and reporting reports for the Pennsylvania Department of Conservation and Natural Resources (DCNR), PA Department of Environmental Protection (DEP), PA Department of Community and Economic Development (DCEd), PA Department of Agriculture (PDA) and other state and federal agencies and private foundations. In addition, the candidate should have a high level of emotional intelligence to effectively communicate sensitive topics with landowners, staff and partners.
5. Familiarity with federal tax laws relating to charitable gifts. A Juris Doctor (JD) is preferred, but not required to apply.
6. Utilize digital mapping and other imagery programs to support strategic conservation planning and implementation.
7. Knowledge of environmental principles and an understanding of the vital role that land conservation plays in local and global sustainability.
8. Ability to travel by automobile or reliable transportation to meetings and ALT properties. Must hold and maintain a valid driver's license.
9. Comfortable using Microsoft products (i.e. Word, Teams) and adapting to new project management software. Experience with Landscape is a plus.

**Compensation and Benefits Package:**

The compensation range for this position is \$100,800 to \$ 118,600 annually based on a salary benchmarking performed by an independent, third-party consultant in January of 2022.

ALT is a mission-focused nonprofit organization that conserves and cares for local land for the health and well-being of current and future generations. We achieve this mission by recruiting and retaining highly skilled and passionate team members through a competitive compensation and benefits package.

Salaries are benchmarked to remain competitive in the marketplace. Generous paid time off includes up to 20 vacation days, 8 sick days, 11 paid holidays and a winter break at the end of December. ALT promotes a healthy work-life balance, so we strongly encourage staff to step away for family vacations, doctor's appointments, school activities and community volunteering.

ALT offers a choice in comprehensive health insurance coverage for employees and their families. Employees contribute 18% to the plan's premium, while ALT covers the remaining balance. Dental and vision plans are covered 100% by ALT for the employees and their families. A retirement plan with up to 3% employer contribution is available after one full year of employment.

Benefits are supported by individual professional development plans created by each employee and a generous professional development budget for each team member to develop their own personal skills and goals. Allegheny Land Trust is focused on the mental, physical, and overall well-being of our team, and we represent that in the benefits we offer.

**Equal Opportunity Employer (EOE)**

At ALT, we are dedicated to fostering a workplace that reflects the diversity of the communities we serve. We actively encourage applications from individuals of all backgrounds, experiences, abilities, and perspectives. We believe that a diverse and inclusive team fosters innovation, creativity, and success.

We do not discriminate against any employee or applicant based on race, color, national or ethnic origin, religion, age, sex, handicap, pregnancy, sexual orientation, gender identity, or any other characteristic protected by applicable laws. We celebrate the unique qualities each team member brings to our organization and strive to provide an inclusive environment where everyone feels valued and respected.

Our commitment to diversity, equity, access, and inclusion extends beyond our hiring practices. We continually seek to create an environment that promotes fairness and equity at all levels of our organization. We actively support individual and organizational advancement of DEIA initiatives within our workspace and ALT properties and projects.

Join us in our mission to conserve green spaces, foster environmental stewardship, and build a workplace that reflects the richness of our diverse community. If you share our commitment to creating positive change, we invite you to apply and contribute to our dynamic team.

**To Apply**

Ready to make a positive impact? Apply to be a part of our team by submitting a cover letter and resume to Emilie Rzotkiewicz at [emilie@alleghenylandtrust.org](mailto:emilie@alleghenylandtrust.org) by July 22, 2024 at 5:00 PM. Cover letters should respond to the position responsibilities and qualifications presented in the job posting. Specifically, within the cover letter, please share examples of creative real estate deals you have negotiated as well as your experiences as a leader overseeing high performing teams. Applicants may be asked to complete a Predictive Index assessment or similar workplace evaluation.