# Director of Land Protection

**Reports to:** Chief Program Officer

**Position Objective**

The Director advances Big Waters' mission of protecting land and water for the benefit of people and nature. Leading the Land Protection Program, they help set the Organization's land conservation priorities and strategies. The Director initiates and responds to land conservation opportunities, leads negotiations within delegated authority and timelines, prepares real estate documents, and uses sound judgement. They work collaboratively with partners, donors, volunteers, and funding agencies to quicken the pace of land conservation while ensuring the high standards for national accreditation are maintained.

**Key Responsibilities**

- Manage land protection project lifecycles from initial conversation to real estate closing and document retention.
- Lead landowners and partner negotiations following organizational priorities, culture, and brand.
- Develop annual priorities, project recommendations, and work plans consistent with the organization's strategic goals and conservation plan.
- Engage, manage, and review work products of real estate professionals, e.g., attorneys, appraisers, surveyors, etc.
- Produce technical conservation documents such as conservation easements, conservation values of property, and reports.
- Build strong relationships with external stakeholders and landowners.
- Create and manage annual Land Protection budget.
- Maintain sound procedures, project records, and review controls consistent with the organization's standards and practices.
- Attend and participate in events as required.

**Qualifications and Skills**

- Commitment to Big Waters Land Trust's mission and values.
- Four-year college degree
- Land protection experience or experience in a field with transferable skills to the Land Trust and conservation field.
- Knowledge of real property due diligence, including the ability to comprehend and interpret appraisals, surveys, and legal documents.
- Excellent organizational and problem-solving skills.

- Proven ability and willingness to build and maintain good working relationships with a variety of people from different and differing backgrounds.
- Experience collaborating with people to accomplish goals.
- Ability to motivate colleagues, volunteers, contract professionals, and partners to work together to accomplish mission.
- Experience using Microsoft 365 applications and project tracking tools.
- Previous experience supervising staff.
- Strong writing, presentation, and organizational skills, including discretion when working with sensitive information.
- Proven success working independently and maintaining timelines and using sound judgement to accomplish time sensitive priorities.
- Physical ability to travel to remote and undeveloped properties, through a variety of environmental conditions, and be outdoors for considerable periods in various conditions, and potentially interact with wildlife.
- Valid driver's license and proof of insurance.