



Job Announcement

POSITION TITLE: Land Conservation Program Director

STATUS: Full-Time, exempt

REPORTS TO: Executive Director

POSITIONS REPORTING TO THIS POSITION: Nursery Manager, Restoration Ecologist, Wildlife Biologist and Conservation and Restoration Field Manager

LOCATION: Reno or Yerington, Nevada, with frequent travel between offices, within the Walker Basin and elsewhere as needed.

BACKGROUND: The Walker Basin Conservancy (Conservancy) is leading the effort to restore and maintain Walker Lake while protecting agricultural, environmental and recreational interests in the Walker Basin (www.walkerbasin.org). The dynamic nature of the Conservancy and its diverse resource management portfolio provide unique opportunities to develop innovative, interdisciplinary conservation solutions while working closely with a dedicated and passionate staff. The Conservancy team is comprised of approximately 25 full-time employees and increases up to 70 during our field season.

The Conservancy manages a complex real-property acquisition program, acquiring land, water and related interests from willing sellers in the Walker Basin, for the benefit of Walker River and Lake. In addition, the Conservancy manages intensive restoration and stewardship activities on thousands of acres in the Walker Basin.

JOB PURPOSE: Reporting to the Executive Director, the Land Conservation Director is responsible for the development, implementation and oversight of all stewardship activities on both private and public lands. The ideal candidate will have the vision and leadership to develop, grow and manage the Conservancy's land program and its staff, the ability to effectively build partnerships, work closely with agencies and develop high-level strategic plans as the organization diversifies funding sources while developing innovative programs and initiatives. This position will guide and direct the Restoration Ecologist and Wildlife Biologist in detailed and comprehensive planning efforts, provide support in identifying conservation goals, and prioritize those efforts. This position will also provide direction and support to the Conservation and Restoration Field Manager who is responsible for supervision, and management of a large field staff working in ever changing field conditions. This position is an essential part of the organization's Senior Leadership Team and the successful candidate will have proven their ability to effectively communicate with all levels of the organization, primary partners and the general public.

Essential Functions

Program Management and Administration (50%)

- Develop and manage staff effectively and efficiently, laying out schedules well in advance and adapting as necessary while investing in developing staff and increasing responsibility thresholds;
- Oversee and direct a large field program (10,000+ acres), identify priorities and produce tangible results;
- Provide strategic oversight of restoration objectives and serve as a technical resource to staff and/or Board of Director committees;
- Regularly engage with key partners and constituents in a variety of individual, group and public meetings;
- Work closely with staff, Board and associated committees to ensure information is being shared and effectively communicated;
- Ensure metrics established in the Conservancy's strategic plan are being met, adapt as necessary; and
- Development and implementation of a program specific strategic plan.



Program Development, Planning and Implementation (35%)

- Develop, fund, implement and manage projects that advance the mission of the Conservancy in the Walker Basin;
- Direct oversight of Restoration Ecologist, Wildlife Biologist, Nursery Manager and Field Manager for successful implementation of stewardship plans and field activities;
- Provide guidance on long-term planning using the best available science while ensuring 'best management practices' are being identified and implemented; and
- Work closely with Federal and State agencies, local government entities and private landowners to effectively advance the organizations conservation footprint in the Walker Basin.

Management of Assets (15%)

- Oversight and management of the Conservancy's vehicle fleet, tractors and other heavy farming equipment;
- Oversight of the Conservancy's Field Station, including professional stewardship of specialized equipment, project supplies and hand tools;
- Develop and actively manage an annual budget for the land program, including oversight of procurement and expense activities; and
- Manage the Conservancy's grazing and farming lessees.

Physical and Mental/Intellectual Requirements

Strength, dexterity, and coordination to use keyboard and video display terminal for prolonged periods. Strength and stamina to bend, stoop, sit, and stand for long periods of time. Dexterity and coordination to handle files and single pieces of paper; occasional lifting of files, stacks of paper or reports, references, and other materials. Some reaching for items above and below desk level. Some bending, squatting, and stooping to access files and records is necessary. The manual dexterity and cognitive ability to operate a personal computer using word processing and databases. The ability to interact professionally, communicate effectively, and exchange information accurately with all internal and external customers. Ability to appropriately handle stress and interact with others, including supervisors, coworkers, clients, and customers. Regular and consistent punctuality and attendance. Light lifting (up to 25 pounds) is occasionally required.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Applicants and incumbents are encouraged to discuss potential accommodations with the employer.

Working Conditions

Position functions indoors in an office type environment where most work is performed at a desk. Position may occasionally be required to travel by car to pick up or deliver material. Environment is generally clean with limited exposure to conditions such as dust, fumes, noise, or odors. Frequent interruptions to planned work activities occur.

QUALIFICATIONS

- M.S. degree in natural resources, land management, land planning or similar field preferred, or an equivalent combination of education and experience;
- A minimum of 7 years in a conservation management position with progressively increasing responsibility;
- A minimum of 7 years of experience in employee management;
- Highly independent, proactive and entrepreneurial with experience developing and implementing large conservation projects;
- Experience working with conservation/environmental land management organizations and agencies at a management level;



- Familiarity with Great Basin ecosystems preferred;
- Strong commitment to collaborative conservation efforts;
- Experience in budget development and oversight;
- Excellent communication skills, ability to clearly and concisely give direction;
- Excellent computer skills and proficient in Excel, Word, Outlook, and Access; and
- Team player with a strong work ethic and is always up for a new challenge.

SALARY AND BENEFITS:

Entry-level salary begins at \$68k, final compensation weighed heavily by experience and qualifications.

Excellent employee benefits package which includes:

- Employer paid health, dental, vision and life insurance plans for employee;
- Retirement 403(b) plan includes a 6% automatic company contribution;
- 120 hours of annual paid vacation, increasing to 160 hours after first year of employment;
- 16 hours of annual personal leave;
- Employer paid holiday week between Christmas and New Year's;
- 60 hours of annual sick leave;
- 11 paid holidays;
- Health and wellness subsidy; and
- Employer paid professional development

Position will remain open until filled. Only top candidates will be contacted.

Please send cover letter and resume to:

Amy Gladding

amy.gladding@walkerbasin.org

Subject Line: Land Conservation Program Director

Please call (775) 463-9887 x116 with questions.

Walker Basin Conservancy is an equal opportunity employer.

Equal Opportunity Statement – Walker Basin Conservancy is an equal opportunity employer. WBC does not discriminate against any employee, applicant, director, officer, contractor, or any other person with whom it deals because of race, creed, color, disability, age, sex, veteran status, religion or political affiliation. WBC complies with all federal and local statutes prohibiting discrimination in employment.

Reasonable accommodations may be provided for qualified individuals with a disability.

Disclaimer - The statements contained herein are intended to describe the general nature and level of work to be performed by the employees in these positions. The statements are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in each position. Other responsibilities, duties, and skills may be assigned and management retains the right to add or change the responsibilities, duties, and skills at any time.