



VERMONT RIVER CONSERVANCY

Job Title: Conservation Manager, Southern Vermont

Supervisor: Conservation Director

Compensation: \$57,344 - \$64,664 (depending on experience)

Classification: Full time; Exempt

Work Location: Based in Southern Vermont, ideally in greater Brattleboro area

Benefits: Paid time off includes major holidays, winter break 12/24-1/1, 30 days combined sick and vacation time; \$500/month health care stipend; flexible schedules to meet work/life balance needs; opportunity to work from home.

About Vermont River Conservancy (VRC)

Vermont River Conservancy is a vibrant and growing team of staff, board members, volunteers, and donors, all working together to protect special lands along Vermont's waterways. This is a fantastic opportunity to join a small but mighty (and growing!) team of conservation professionals working together to achieve our mission: to permanently conserve and protect special lands along the waters of Vermont for the benefit of this and future generations. We embrace a diversified workforce and foster an inclusive, collaborative work culture.

Back in 1995, central Vermont volunteers founded VRC when they saw that more and more "no trespassing signs" were cutting communities off from their beloved rivers. Addressing this challenge head-on, VRC protects public access to popular swimming holes, fishing and boating accesses, gorges, and waterfalls, ultimately improving the lives of people who rely on Vermont rivers for recreation, hunting, and angling. Today, with more than a quarter century of experience protecting Vermont rivers, VRC continues its commitment to public access work while adding new conservation programs to protect floodplains and river corridors, and working with community leaders statewide to re-envision individual towns' and cities' relationship to local rivers.

Summary of Position

In Southern Vermont, the Conservation Manager will be integral to securing future protections for lands along waterways. With a focus on the Brattleboro area and upstream communities, the Conservation Manager will engage communities large and small to shape riverside conservation efforts – from leading conversations to identify a suite of community-led projects in their watershed to gaining public support for individual conservation projects. They'll meet with communities, landowners, partners, donors, and state agency staff to identify priority conservation projects, then employ a range of conservation tools to secure land protections – from headwaters and river corridors, to downtown riverfront parks, to swimming holes. A portion of work includes time in the field as well as the possibility of overseeing seasonal support staff and/or volunteers to achieve program goals.

This is a "people person" role for someone who's excited to be part of VRC's dynamic staff and eager to build relationships with partners, volunteers, and communities. The ideal candidate will have some experience with community outreach and engagement, recreation management, as well as an understanding of land trust tools such as conservation easements, though VRC recognizes that many qualified candidates may not have prior experience with *all* the skills, qualifications, and abilities included below. Candidates who feel they would thrive at VRC and who meet some portion of the criteria below are welcomed and encouraged to apply.

Major Duties and Responsibilities

Southern Vermont Land Conservation and Community Engagement

- Lead VRC's "Face the River" outreach across Southern Vermont. Develop and implement communications and outreach strategies for specific communities and/or projects, seeking to increase peoples' connection to their local rivers.
- Support new land and easement acquisitions in southern Vermont by helping to identify and assess prospective conservation opportunities. Work alongside other VRC staff to develop objectives, timelines, action plans, and detailed budgets to support implementation of priority projects. Work may include site visits and landowner conversations; documentation via project overviews, draft easements, photographs, and baseline assessments; coordination with legal and real estate consultants; and invoice coordination.
- Connect with state agency officials, partner organizations, community leaders, and landowners to gain leads on specific project sites and to determine project feasibility.
- Provide close coordination of seasonal staff/interns and/or volunteers, especially to support community outreach efforts.

Support Statewide Conservation Efforts

- Statewide, support VRC's Conservation Director to identify prospective projects. Conduct initial assessments via conversations with landowners and/or partner staff, and convey findings to VRC's conservation team for review and prioritization.
- Lead conversations to help interested communities statewide identify how they can improve conservation of and connections to local waterways.

Development, Communications, and Finance Support

- In coordination with VRC's Development Director and Conservation Director, build relationships with current and potential state, private, and federal funders, including participation in funder meetings, researching emerging funding opportunities, drafting grant proposals and reports, and timely completion of grant deliverables.
- Working closely with VRC's development and finance staff, provide insights to develop and track project revenue and expense budgets.
- Throughout each project, share photos, maps, and stories with VRC staff that can be used for website, social media, email, and other communications. In close coordination with VRC staff, draft press releases and serve as a liaison to media as needed.

Qualifications / Abilities

- Commitment to the mission of VRC.
- Ability to represent VRC in a clear and professional manner through excellent written and verbal communication.
- Deep intuition and perception to understand and respond to communities' interests and needs in ways that foster strong relationships and create connection to VRC's goals.
- Commitment to diversity, equity, inclusion, and justice, particularly as it relates to conservation and access.
- Ability to work independently and potentially remotely while still functioning as an integral member of a strong team.
- Ability to set priorities while managing a variety of tasks and deadlines.
- Strong attention to detail to ensure accurate documentation.
- Bachelor's degree or equivalent experience in a related field.

To Apply: Please send a cover letter and resume in .pdf format to: admin@vermontriverconservancy.org with subject line: "Application for Southern Vermont." The position is open until filled. Vermont River Conservancy will begin reviewing applicants on November 10th.

Vermont River Conservancy is an equal opportunity employer and welcomes a diverse pool of candidates in this search.

For more information about Vermont River Conservancy, visit www.vermontriverconservancy.org.