

RIO GRANDE HEADWATERS LAND TRUST

Job Advertisement: Land Protection Program Director

The Rio Grande Headwaters Land Trust (RiGHT), located in Del Norte, Colorado, seeks an experienced Director for its Land Protection Program. RiGHT is a small, community land trust accredited by the Land Trust Alliance that has been conserving the land, water and way of life in Colorado's San Luis Valley since 1999. Just this year, we closed on our 53rd conservation easement, ensuring protection into perpetuity of almost 30,000 acres of working farms and ranchlands, riparian corridors, wetlands and other ecologically valuable landscapes.

The new Land Protection Program Director will have a minimum of 5 years' experience negotiating and closing on complex, conservation easement land deals with private landowners. The candidate should have a law or master's degree with education in, or direct hands-on experience with, natural resources management, agriculture, ranching, or a relevant biological science. A person who also possesses a working understanding of western water rights and law would be ideal. This position requires extensive outreach and communications to private landowners and the community as a whole, so excellent listening, speaking and writing skills are a must-have. Supervisory experience is a plus.

Typical job duties include:

- Landowner and community outreach, relationship building and communications
- Conservation easement due diligence
- Development of and fundraising for conservation easement projects
- File management and record keeping
- Presentations to and collaboration with RiGHT's Board, funding agencies, and conservation partners
- Strategic planning and program development

The Land Protection Program Director will be responsible for both leadership and management of RiGHT's conservation easement acquisition program and ensuring its systematic fit with RiGHT's other programs and overall organizational structure. She or He will be a physically fit, emotionally intelligent team player with great autonomy, working side-by-side and in close collaboration with RiGHT's Stream and Restoration Program Director, Executive Director and Support Staff. While the Land Protection Program Director will initially be the one doing RiGHT's land and water deals, the Director will transition into at least a part-time supervisory position as RiGHT grows its conservation easement support staff over the coming year(s). The Land Protection Program Director reports to the Executive Director.

The salary for this job ranges from \$65,000 - \$78,000 annually with benefits that include a retirement plan, generous amounts of paid time off and a group health/vision/dental insurance plan. The upper Rio Grande watershed is an inspiring and welcoming place to work in conservation due to its stunning high elevation desert landscape between the San Juan and Sangre de Cristo mountains, abundance of outdoor recreational opportunities and deep history of partnerships and collaborative spirit among its people.

Applicants who feel they are an excellent fit and who want to join our team in making a difference in one of the most critically important and imperiled desert river systems in the United States are encouraged to send a resume, cover letter, and list of three references to the attention of Andy Brown, Executive Director at andy@riograndelandtrust.org. This job notice closes on November 15, 2022 though we may be conducting interviews with select candidates before then. We would like to have the new Land Protection Program Director start work in January/early February 2023 or before.