



Berkshire Natural Resources Council

Job Posting: Conservation Manager September 2024

Berkshire Natural Resources Council (El Consejo de Recursos Naturales de Berkshire) es una organización sin ánimo de lucro que conserva el terreno, protege la vida silvestre y el hábitat, preserva las granjas locales y contribuye a mantener los exteriores de Berkshire libres y accesibles para todos. El BNRC está contratando personal. Aunque el trabajo que se describe a continuación se inicia completamente o casi completamente en inglés, el BNRC agradece el interés de los candidatos bilingües que puedan ayudar a la organización a ser más inclusiva en su trabajo.

BNRC is a land trust that conserves natural landscapes, protects wildlife and habitat, preserves local farmland, and provides free public access to the Berkshire outdoors at reserves across the region. BNRC's mission is to protect and preserve the natural beauty and ecological integrity of the Berkshires for public benefit and enjoyment. BNRC cares for the ancestral homelands of the Stockbridge-Munsee Band of Mohicans, who were forcibly displaced from the region by European colonization.

Description

Berkshire Natural Resources Council (BNRC) seeks applicants for the position of **Conservation Manager**. This position will further the land protection work of BNRC's Land Conservation Program and support the achievement of the goals described in the Strategic Conservation Plan. The individual will help BNRC expand existing reserves and strengthen its conservation program as it pursues specific land protection goals including landscape scale conservation and farmland protection.

The Conservation Manager works within the Conservation Department and reports to the Director of Land Conservation. The position supports all conservation-related activities, with a primary focus on the acquisition of properties, restrictions, and easements. The Conservation Manager will work as an integral part of BNRC's Conservation Team and also work collaboratively with other departments.

Primary responsibilities of the position include:

- Support the work of the Director of Land Conservation.
- Support the work of farmland protection and farmland access as described in the Strategic Conservation Plan.
- Meet with landowners, assess the conservation values of potential projects, and make recommendations to senior staff.
- Work with the Community Programs department, particularly in the areas of ensuring access to nature and recreation across the Berkshires.

- Ensure Stewardship department has input regarding conservation acquisitions and develop a coordinated transition plan as a project moves from an acquisition project to a Stewardship holding.
- Support the Director of Land Conservation in providing necessary information and resources to the Advancement Department to finance conservation projects.
- Help expand existing reserves and strengthen the Land Conservation and Stewardship Programs as they pursue specific land protection goals including landscape scale conservation and farmland protection and access.
- Support and manage acquisition projects with landowners, prospective land donors, and conservation partners which include state and Federal agencies, regional and local land trusts, and other non-profits.
- Navigate state and federal conservation programs in the pursuit of resource-based acquisition projects.
- Draft conservation restrictions and trail easements.
- Prepare final maps and project materials for grant applications.
- Support and conduct engagement efforts with municipal, public, and other conservation agencies and organizations and regional partners.
- Be an ambassador for BNRC with landowners, visitors, and stakeholders.
- Fulfill other assignments as needed, and at the direction of the Director of Land Conservation and the President

Qualifications

The ideal candidate will be a motivated individual with significant experience in managing land trust acquisition projects. They will be familiar with the Land Trust Alliance's Standards and Practices and with LTA's accreditation process. The ideal candidate will have managed and completed real estate transactions and can pair interpersonal skills with conservation transactions, estate planning considerations, conservation biology, and knowledge of working lands (farms and forests). Additional experience that would strengthen the application includes working with conservation restrictions (CRs) and Agricultural Preservation Restrictions (APRs) in Massachusetts, as well as with the USDA Natural Resources Conservation Service (NRCS) conservation easement programs (ACEP-ALE, ACEP-WRP, and RCPP).

Attributes of successful applicants:

- BNRC staff value open, candid, and respectful communication and favor teamwork
- Demonstrated ability to manage multiple, varied projects and efforts at one time
- Knowledge of real estate transactions as related to land trust work
- Empathetic and observant listener
- Skilled at working collaboratively
- Excellent verbal and written communication abilities
- Detail oriented and able to meet deadlines

- GIS proficiency
- Microsoft Office proficiency
- Knowledge of natural resources issues, land management and climate change adaptation approaches
- Sufficient physical fitness to walk land, on and off trail
- Experience communicating with public officials
- Familiarity with the Berkshire landscape and communities preferred
- 5-7 years of relevant professional experience

Compensation

Starting salary of \$60,000–\$70,000 depending on experience.

Benefits Include:

- Medical, dental, and vision coverage
- Employer-paid life insurance and short/long-term disability insurance
- 401(k) with employer contribution
- Generous PTO (vacation/sick/personal) and 13 paid holidays per year
- Flexible hours and hybrid remote/office work
- Travel reimbursement
- A great team of coworkers in a welcoming office setting in Lenox, Massachusetts

To Apply

Please email your cover letter and resume in one PDF to jobs@bnrc.org with “**Conservation Manager**” in the subject line. Resume reviews will begin on October 10, 2024.

BNRC is an equal opportunity employer.

BNRC does not discriminate on the basis of race, creed, color, ancestry, religion, national origin, sex, sexual orientation, gender identification and expression, age, physical or mental disability, marital status, genetic information, veteran status, being a member of the Reserves or National Guard, status as disabled or Vietnam Era veteran or status in any group protected against discrimination by federal, state, or local law. We welcome applications from BIPOC, LGBTQ+, women, and veterans. BNRC is actively engaged in ensuring its properties are welcoming to all, and in increasing diversity, equity, and inclusion in all aspects of its work.

Berkshire Natural Resources Council
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