



Central Coast Conservation Program Manager Job Description

Position Title:	Central Coast Conservation Program Manager
Reports to:	Executive Director
Status:	Full-time, exempt
Compensation:	Annual Salary \$45,000 - \$60,000 plus benefits, DOE

Background:

Since 1989, the McKenzie River Trust (MRT) has helped people protect and care for the lands and rivers they cherish in western Oregon. From the Cascade Mountains to the Pacific Ocean, MRT envisions a future in which conservation lands are at the core of community efforts to sustain clean water, abundant fish and wildlife, and diverse natural resource economies. We work at the intersection of ecological systems and human community needs to ensure the health of both in the face of changes in climate and land use. MRT protects over 7,000 acres of land through purchase and conservation easement. Grounded in science, we work collaboratively to heal, restore, and enhance regionally important natural systems, and connect people to places they care about. MRT is based in Eugene, and in 2021 we will open our first field office on the central Oregon coast.

On Diversity, Equity, Inclusion and Justice:

Having invested in staff training in Diversity, Equity, Inclusion and Justice (DEIJ) for several years, we are currently crafting a DEIJ commitment statement and plan. For over 30 years, the McKenzie River Trust (MRT) has pursued our mission of “helping people protect and care for the lands and rivers they cherish” by focusing on habitat diversity and health, river dynamism, and wild landscapes. But we need to more explicitly acknowledge that people and communities have been and continue to be part of these ecosystems, and that the helping people part of our mission compels us to ensure that our work benefits and engages all people, not just some. Bringing DEIJ values to bear in our work will support us in maintaining the landscape-scale vision required to address climate resilience and community resilience as we work to maintain the ecological integrity of western Oregon’s landscapes. We have work to do. We encourage all candidates, particularly those with diverse backgrounds in culture, education, and professional experience, to apply for this position.

Position Overview:

The Central Coast Conservation Program Manager (Program Manager) will be a locally based **networker**, connecting the Trust with community members, landowners, and organizations to cultivate land and water conservation opportunities between Reedsport to the south and Lincoln City to the north. Living and working from a base in this geography will be an important aspect to this work. The Program Manager will be a **resource builder**, identifying, fostering and securing financial, technical, and other assets that will benefit community conservation efforts. The Program Manager will be a **coordinator**, helping steer MRT resources to specific conservation projects. The Program Manager will be a **voice** for incentives-based solutions to conservation challenges and opportunities from the coast range forests to the near shore environments. The Program Manager will help the McKenzie River Trust better understand and respond to opportunities for helping to secure community water resources, fish and wildlife habitat, recreational access, and culturally important areas in this region.

Regular Responsibilities of the Central Coast Conservation Program Manager (est.% time)

1. Program Development (34%)

- a. Increase MRT presence in existing collaborations and partnerships within the central coast service area.
- b. Identify opportunities for MRT projects that will further local community and regional goals.
- c. Identify strategic opportunities for program growth.

Outcomes

- i. MRT is recognized as a dependable go-to resource for community conservation efforts.
- ii. MRT land and water transactions and stewardship efforts reflect community conservation priorities.
- iii. MRT develops a growth plan for the Central Coast Conservation Program.

2. Resource Development (33%)

- a. Identify and develop funding strategies and relationships for particular projects and program growth with private donors, grant makers, agencies and private businesses.
- b. Help cultivate a volunteer advisory group working with MRT to engage communities, identify projects, and cultivate private and public support for conservation.

Outcomes

- i. Funding for the program is secured on a rolling 2-3 year window.
- ii. Volunteers, members and community partners find meaningful connection to the lands they help steward through a strong, supportive affinity for MRT.

3. Land Protection and Stewardship (33%)

- a. Discuss new land protection opportunities with willing landowners. Work with MRT staff to facilitate due diligence and real estate transactions.
- b. Monitor MRT lands and conservation easements, ensuring compliance with LTA standards, and stewarding landowner and neighbor relationships.
- c. Bring MRT resources and expertise to regional restoration projects.

Outcomes

- i. Opportunities for land and conservation easement acquisition are increased.
- ii. The conservation values of MRT owned properties and easements are maintained and enhanced over time.
- iii. Neighbors to MRT lands and easements are encouraged by and supportive of MRT management practices.
- iv. The scale and pace of conservation in the region increases.

Required Skills, Knowledge, and Abilities

- Minimum 5 years' field work in land and water conservation and/or program development
- Familiarity with incentives-based private lands conservation, land use planning, ecological restoration, habitat management, floodplain dynamics, and climate change adaptation/resiliency. Working knowledge of flora, fauna, and hydrology of the region.
- Proficiency in word processing, database, spreadsheet, and communications software.
- Excellent written and spoken communication skills and an inclination toward outreach to individuals and groups.
- Willingness to work weekends and evenings when needed.
- Ability to walk a minimum of one mile over rough terrain, navigate in remote areas, and work independently under physically demanding conditions, including inclement weather.
- Awareness of the commitments embraced by McKenzie River Trust, including the Standards and Practices of the Land Trust Alliance.
- Willingness to participate fully in the MRT workplace, including attending to all expected administrative practices, from time keeping to open communication.

Core Competencies

- **Mission Alignment:** Committed to achieving goals outlined in MRT's strategic plan.
- **Collaboration:** Works well with others on joint projects in a manner that engages and encourages individual contributions to overall goal.
- **Inclusive Mindset:** Naturally incorporates multiple communities and perspectives, including DEIJ, in land and water conservation projects.
- **Personal Organization:** Navigates multiple priorities and attends to time management.

- **Outgoing Nature:** Communicates regularly in both spoken and written word.
- **Integrity:** Assumes personal responsibility to ensure successes and prevent mistakes; is direct in communications to partners and fellow staff members; able to have difficult conversations.

Working Conditions and Physical Effort

The Central Coast Conservation Program Manager will work independently from a remote office on the central Oregon coast, with occasional time in the McKenzie River Trust offices in Eugene, Oregon. Some tasks will require significant physical exertion, being outdoors in all weather conditions and on difficult and sometimes hazardous terrain. A valid driver's license, proof of insurance and good driving record is expected. Some weekend and/or evening work will be necessary. Work is often fast-paced, stressful, and requires managing multiple projects with deadlines.

We have a commitment to cultivating an inclusive work environment and provide equal opportunities to all employees and applicants for employment without regard to race, religion, color, age, sex, national origin, sexual orientation, gender identity, genetic disposition, neurodiversity, disability, veteran status or any other protected category under federal, state and local law. In accordance with the American with Disabilities Act, it is possible that requirements may be modified to reasonably accommodate disabled individuals. However, no accommodations will be made which may pose serious health or safety risks to the employee or others or which impose undue hardships on the organization. The McKenzie Trust maintains its status as an at-will employer.