



# The Land Trust For Santa Barbara County

## Job Description: Land Programs Manager

Founded in 1985, The Land Trust for Santa Barbara County is a 501(c) (3) tax exempt California non-profit Corporation that conserves natural resources, agricultural land, and open spaces for the benefit of present and future generations. The Land Trust seeks an experienced manager, land planning, and community engagement practitioner to create new conservation partnerships and programs countywide. The Land Programs Manager will support efforts to hasten the pace of conservation for all through the addition of strategic programs, including a possible second public preserve in the Santa Maria Valley. The Land Program Manager will develop inclusive and diverse partnerships that advance our ongoing conservation priorities and that build upon the strengths of our existing work.

This is a full-time, exempt position reporting to the Executive Director. The Land Programs Manager is a new role responsible for designing, implementing, and managing programs that further the conservation outcomes of the Land Trust. The Land Programs Manager is expected to work in close coordination with our existing team to enhance mission delivery. The Land Programs Manager will supervise a Land Programs Assistant, interns, contractors, and conservation program volunteers.

The ideal candidate will be a creative thinker, passionate about collaborative community processes, experienced working in partnership with individuals and organizations that bring different ways of knowing, stewarding, and engaging with nature, and will have demonstrated expertise in regional land planning, or similar.

### **Responsibilities**

- Working closely with the Executive Director, and in collaboration with all departments, develop a suite of programs that build upon our existing strengths and strategies to conserve and steward land.
- Coordinate efforts to develop a possible new public preserve in the Santa Maria Valley.
- Develop and support a stewardship volunteer program in coordination with the Land Steward.
- Manage the Conservation Blueprint effort including a roadmap for the future of the project.
- Develop and manage a paid internship program designed to provide individuals with a first job in conservation, in coordination with partners including community colleges.
- Represent the Land Trust in various collaborations and working groups, public meetings, and events.
- Build and strengthen relationships with Tribes and BIPOC communities such that the voices of historically marginalized communities are meaningfully integrated into the Land Trust's work.
- Develop and maintain relationships with local decision-makers, community leaders, and other stakeholders. Host workshops, public meetings, charrettes, trainings, etc.
- Provide development and communications staff with program stories and content.
- Support fund development as appropriate including grantsmanship, donor tours, and special events.
- Manage programs and grant budgets and work with finance staff to ensure necessary budget reporting.

## **Qualifications**

- 7+ years progressive program or project design and management experience to include demonstrated success developing collaborative outcomes working with diverse stakeholders.
- Strong interpersonal, oral, and written communication skills that can be adapted to reach a wide range of individuals and used to build consensus. Ability to synthesize and communicate technical and complex information for a non-technical audience.
- Demonstrated experience overseeing complex or multiple projects through to success, including meeting financial goals, project deadlines, supervising staff, and coordinating partners.
- Experience engaging and elevating voices, ideas, needs, and concerns of people historically marginalized in land use planning or conservation.
- Self-starter with a strong collaborative work ethic and ability to work independently.
- Willingness to travel regularly throughout the county and to work some weekends and evenings.
- Proficient with GIS software, Microsoft Office, or an ability to quickly learn new software programs.
- Experience working with and leading volunteers and interns.
- Experience in community conservation planning processes a plus.
- College degree in relevant field or commensurate experience preferred.
- Commitment to the Land Trust's mission.
- Spanish language fluency a plus.

## **Essential Requirements**

- Possess valid, insurable driver's license
- Ability to sit at a desk, type, bend, twist
- Ability to lift or move up to 25 pounds

## **Compensation and Benefits**

Compensation is commensurate within the non-profit field and is based upon experience. Benefits include generous vacation, paid health and dental premiums, and a supportive team culture. Successful candidates also have the opportunity to join an employer-sponsored retirement plan. This position is a full-time, exempt position. Our office is based in downtown Santa Barbara, CA. This position requires frequent travel throughout the County. Currently we are working under a COVID-19 protocol and following our regional guidelines.

## **How to Apply**

Please submit a resume, and a compelling cover letter, to Meredith Hendricks at [info@sblandtrust.org](mailto:info@sblandtrust.org) with the subject: Land Programs Manager.

The Land Trust for Santa Barbara County is an equal opportunity employer. Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status, or other characteristics protected by law.