

Position Announcement

Job Title: Vice President for Land Conservation

Department: Land Protection & Easement Stewardship

Reports to: President

Full time, Salaried, Exempt

Salary: Commensurate with education, experience, skills, and knowledge.

Position Summary: The Vice President for Land Conservation oversees the Forest Society's land protection & easement stewardship programs and guides the Forest Society's conservation goals consistent with the mission. This position is a member of the leadership team and works to assure appropriate integration of land protection & easement stewardship within overall Forest Society activities. This position is the staff liaison to the Board of Trustees' Land Protection Committee.

Essential Duties and Responsibilities:

- Advance the Forest Society's Strategic Plan, ensuring continuity of values and principles during a period of growth.
- Oversee selection of land conservation projects, & related assignments to project managers.
- Manage & maintain organization's technical transactional tools & resources, e.g., model documents & provisions, procedures, checklists, & policies.
- Supervise, mentor, and coach direct reports and other department staff as appropriate.
- Represent the Forest Society on external committees and various external meetings, as appropriate.
- Ensure that Department staff adhere to Land Trust Alliance (LTA) accreditation standards and supervise the accreditation process. Develop and improve internal processes and procedures to increase efficiency and maintain LTA.
- Assist the land protection and easement stewardship staff with transactions, technical issues, legal documents, problem resolution, and other issues as needed.
- Primary interface with the New Hampshire Department of Justice Attorney General's office to resolve issue with land transactions and easements.
- Oversee programs, budgets, staffing levels and operations within the land protection and easement stewardship departments.
- As part of the leadership team, develop the annual operating and capital budgets and manage activities to remain within the scope of the budgets.
- Pursue and complete land appropriate land projection projects.
- Contribute to identification of new sources of income to support the Forest Society's programs.
- Other duties as assigned.

Contributions/Outcomes:

Provide leadership in ensuring that the Forest Society meets or exceeds the requirements of Land Trust Accreditation. Ensure that the Forest Society continues to conserve land and easements based on guidelines regional strategic plans. Attend meetings of the Board of Trustees representing the interests of land protection and easement stewardship. Represent the Forest Society at public events, meetings, and conferences as appropriate. Strive to meet budget targets for the departments.

Qualifications and Skills required:

- Possession of a graduate level degree from a recognized college or university with major study in natural resources, environmental law, public administration, or other related field. Candidates with a bachelor's degree and strong related work experience may be considered.
- Work experience in land acquisition, appraisal, title/deed, property negotiations.
- Experience in the supervision of highly skilled staff who spend significant work time in the field.
- Ability to work within legal and charitable giving constraints toward land protection and organizational outcomes.
- Experience with land transactions and easement stewardship required, including the ability to assess the conservation qualities of potential land projects and to work with private landowners to achieve conservation goals.
- Experience navigating complex land transactions to a successful conclusion.
- Strong communication skills with a variety of audiences including staff, Trustees, colleagues in other land trusts, public employees, and the general public.
- Familiarity with GIS.
- Valid driver's license and reliable vehicle.

Working Conditions: Office setting based at the Forest Society's Conservation Center in Concord, New Hampshire in an environmentally sustainable building. Ability to work outdoors in rough terrain and navigate through the woods independently. Some evening and weekend work is required.

Physical Requirements: Ability to walk long distances, over rough ground and through wooded areas in a variety of weather conditions.

Direct Reports: Five to seven

Equity, Inclusion & Collaboration: The Forest Society is an equity-based employer. We value a diverse staff and an inclusive culture. We value staff that work for the good of the whole; that can effectively collaborate to achieve shared goals of their department, as well as the organization. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or any other protected status as required by applicable law.

Interested Candidates should send a cover letter and resume to Stephanie Milender, Human Resources Director smilender@forestsociety.org.

Candidate review will start on or about January 1, 2026.