



CO-EXECUTIVE DIRECTOR OF CONSERVATION

Midcoast Conservancy is seeking a passionate leader to serve as Co-Executive Director of Conservation on our three-member executive leadership team, along with the Co-Executive Directors of Operations and of Engagement and Strategy. Together, they are responsible for collaboratively leading the organization and directing its strategic priorities and day-to-day operations. The Co-Executive Director of Conservation is directly responsible for all aspects of the organization's conservation programs, including developing and implementing strategic priorities to conserve, steward, and restore land and water in midcoast Maine.

The Opportunity

The Co-Executive Director of Conservation will join a multi-dimensional and evolving conservation organization at a time of critical growth and opportunity. Working to protect and restore vital lands and waters on a scale that matters, Midcoast Conservancy has conserved 15,000 acres across three watersheds (the Sheepscot River, Damariscotta Lake, and the Medomak River), and is poised to dramatically increase the pace of land and water conservation in the coming decade. Supported by thousands of community members, we maintain over 25 public preserves with nearly 100 miles of trails and operate a popular nature center that serves as an outdoor education and recreation hub for the surrounding communities.

Co-Executive Director of Conservation - Key Responsibilities

- Conservation Team
 - Develop initiatives that protect and restore the ecological function and climate resiliency of our three watersheds across the freshwater to marine continuum, and the land-water nexus, in a holistic manner.
 - Guide and implement the organization's landscape-scale conservation strategy and identify land conservation priorities and opportunities.
 - Support and prioritize water quality, aquatic connectivity and restoration project development and management.
 - Guide implementation of a comprehensive stewardship program for all protected properties (fee-simple and easement).
 - Strengthen partnerships with neighboring conservation organizations and promote active engagement with the 12 Rivers Conservation Initiative.

- Lead science-based organizational policy development and implementation on conservation, recreation, and natural resource management activities.
- Ensure transaction-related policies and procedures comply with Land Trust Alliance Standards and Practices, to maintain Accreditation.
- Supervise 7 FTE's and seasonal staff (including direct and indirect reports).
- All Co-Executive Directors equally share the following responsibilities:
 - Demonstrate a deep understanding and commitment to the guiding principles and mission of Midcoast Conservancy and the active practice of a Shared Leadership model.
 - Participate in fundraising, finance, and budgeting, and represent the organization at public events, fundraisers, and conferences.
 - Establish metrics to measure organizational effectiveness.
 - Ensure a healthy work environment by creating a flexible organizational culture that values people, a life/work balance, collaboration, inclusiveness, and respectful and open communication.

Primary Skill Sets and Experience Desired

- Senior-level management experience, preferably in a collaborative leadership environment.
- Ability to manage large-scale, complex ecological restoration projects.
- Knowledge of land and water conservation and management strategies.
- Eclectic and appreciative leadership style with the ability to coordinate a team with diverse skills and backgrounds.
- Effective communication skills, and comfortable working with diverse communities.
- Experience growing programs and working in collaborative partnerships.
- Experience with strategic planning and organizational development.
- Experience working with boards and committees on organizational growth, sustainability and mission impact.
- Track record of continuing education and learning, especially as applicable to First People's cultural and historical relationship with lands.
- Strong public speaking and presentation skills.
- Knowledge and skills in the use of ArcGIS, Google Earth, GPS, and other technical tools of the trade preferred.

Reports to: Board of Directors

Status: Full-Time Salaried Position, Exempt

Schedule: 40 hours per week, with some travel (<10%) and night and weekend work

Working Location: Edgecomb Office with hybrid/work from home flexibility. Occasional fieldwork. Occasionally report to or work out of Midcoast Conservancy offices in Waldoboro and at Hidden Valley Nature Center in Jefferson.

Salary and Compensation: All Co-Directors receive base compensation of \$80,000/year. Midcoast Conservancy offers a full suite of benefits, including group plan health insurance with an employer contribution, dental, and vision; retirement savings; generous holiday and paid time off; professional development opportunities; and great product deals for employees with outdoor equipment and clothing partners.

Application Instructions: To apply, please submit as a PDF attachment a letter of interest, a resume, and references to: Searchcommittee@midcoastconservancy.org

Applications will be accepted and reviewed on a rolling basis, though submissions are encouraged no later than March 31, 2024.

Midcoast Conservancy is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at Midcoast Conservancy are based on organizational needs, job requirements, and individual qualifications, without regard to race, color, religion or belief, family or parental status, or any other status protected by the law.