Midcoast Conservancy is seeking an inspirational leader to continue its growth as a multi-dimensional and evolving land trust. The next Executive Director (ED) has the exciting opportunity to collaboratively build initiatives and programs to support the mission while solidifying the strategic gains realized through the merger of our five local conservation organizations.

**Location:** Edgecomb, Maine (Some remote flexibility within Maine)

**Website:** Midcoast Conservancy (www.midcoastconservancy.org)

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**About Midcoast Conservancy**

Midcoast Conservancy, a vibrant regional land trust, envisions a world where our lands and waters are healthy and protected and where nature occupies a place of central importance in every community. Our mission is to protect vital lands and waters on a scale that matters and to inspire wonder and action on behalf of all species and the Earth.

Midcoast Conservancy was created on January 1, 2016 as a result of a merger of four small conservation organizations in Midcoast Maine - Damariscotta Lake Watershed Association, Sheepscot Wellspring Land Alliance, Sheepscot Valley Conservation Association and Hidden Valley Nature Center. The founders envisioned a new organization that, through this merger, would enhance the capacity to implement proactive targeted land and water protection and expand activities to further our conservation goals and reach a broad and diverse audience in our region through our multifaceted, 1,000-acre Hidden Valley Nature Center. Three years later a second merger with Medomak Valley Land Trust increased the benefits of specialization of staff and the synergy of conserving and managing properties and programs across a more extensive service area.

These mergers grew out of the 12 Rivers Conservation Initiative, and Midcoast Conservancy continues to work with neighboring land trusts to increase climate resilience and the pace and scale of land conservation. In addition, we focus on river restoration and water protection activities, outdoor education and recreation, sustainable forestry, and advocacy. Harnessing together this broad range of initiatives underscores the connectedness of the natural world and human communities, thus enhancing our ability to assemble individual and community support, catalyze others to conserve healthy lands and waters, and help build resilient and vibrant communities.

**Midcoast Conservancy is a professionally managed and staffed organization that is Board-driven and volunteer-dependent with strategic initiatives focused in four areas:**

1. **Landscape Scale Land Conservation**
   Midcoast Conservancy coordinates with neighboring land trusts to develop a regional and strategic conservation plan that identifies large focus areas with connecting corridors and sets aggressive conservation goals. This effort to sustain the region's biodiversity and strengthen climate resilience is modeled on the "Wildlands and Woodlands" regional vision for New England.

2. **Watershed Protection and Restoration**
   Midcoast Conservancy monitors the water quality of the waters in our region including Damariscotta Lake, the Medomak River and the Sheepscot River. We engage landowners to implement pollution prevention actions through erosion...
and sedimentation control projects. Since the merger we have successfully partnered to restore free-flowing rivers and eradicate invasive plants and harmful toxins in our waters. We seek to share this experience and expertise with other land trusts to expand this important work throughout our region.

3. Economic & Ecological Sustainability
Midcoast Conservancy emphasizes the interconnectedness of conservation and the health of our communities, and seeks innovative ways to support environmental health and economic sustainability. We identify and promote the economic and public health value of clean water to our communities. To help connect and inspire the next generation of conservationists we offer outdoor education and extensive recreational programs at Hidden Valley Nature Center and throughout our service area. We believe a spirit of collaboration and respect is essential to our organizational culture and our work with partners to build healthy and vibrant local communities supported by economically- and ecologically-sustainable businesses. We are committed to actively embodying the values of diversity and inclusion in all of our work to contribute to a more equitable society.

4. Healthy Organization
To ensure our work continues in perpetuity, Midcoast Conservancy is working to significantly increase the number of people and entities in our region who invest in our mission. Using a system of regional councils helps maintain a strong connection to the passion for local ecosystem protection that drove our five founding organizations. Since our inception, we have grown to include a Development Director and expanded staff for land and water stewardship. Our founding ED led the organization in its continual growth for four and a half years. The Board is looking forward to the new ED helping Midcoast Conservancy increase the pace of land conservation and water protection, and expand its education, outdoor recreation and economically and environmentally sustainable business ventures.

Midcoast Conservancy is a growing organization with a budget of $1.25M+, 1,200+ members, 13,000+ acres of conserved lands, and natural resource-based enterprises in three watersheds with 12 full-time staff plus seasonal watershed protection staff, active local councils, and several non-profit and community partners. We have removed or redesigned two dams on the Sheepscot River in partnership with other groups to restore fish passage, and reduced non-point source pollution and eliminated an invasive plant species from Damariscotta Lake. Our programs range from outdoor recreation and environmental education, to sustainable forestry, timber framing, production of value-added wood products, oyster farming, and cabin and recreational equipment rentals. Many of these activities help raise funds for our mission. Land, water and community are the soul of our work.

Opportunities and Strategic Priorities
Our new Executive Director will join Midcoast Conservancy at a pivotal time. Grounded in decades of success as local land trusts and buoyed by a strong beginning as a merged organization, we are poised to expand the scale and impact of our work and partnerships. The incoming ED will have the opportunity to work with board and staff members to develop a strategic vision that can profoundly impact the future of our region.

Strategic opportunities and challenges for the Executive Director include to:

Chart a pathway to significantly increase the pace, scale and scope of conservation efforts. Landscape scale conservation and climate resilience are more important than ever. The ED will oversee and participate in the continual development of land acquisition and management strategies, innovative funding methods, and other tools and incentives to promote conservation and effective stewardship.
Provide strategic leadership. Our new ED will arrive at a time of exciting opportunity and momentum and will work collaboratively with the Board of Directors to shape a strategic direction for the next 5-10 years. The ED will provide support in managing the current strategic planning process and will lead staff and volunteers to implement the organization's strategic goals and priority activities.

Integrate and unify our members’ and communities’ shared commitment to conservation. The shared histories, commitments, and strengths of our founding organizations have already created opportunities for growth, expansion, and innovative new directions for Midcoast Conservancy. The ED will continue to find ways to leverage our combined strengths, to keep us connected locally, and to challenge us to grow deeper in our collective engagement.

Expand and strengthen strategic partnerships. Maintaining strong relationships with individual stakeholders and public and private partners is critical to our success. The ED will work collaboratively within the organization, and with members, neighboring land trusts, community organizations, municipal and other governmental partners, funding agencies and other stakeholders to deepen the impact and effectiveness of our mission.

Broaden sustainability initiatives. To achieve healthy and sustainable communities, Midcoast Conservancy supports the development of ecologically based and economically sustainable initiatives. The ED will lead the exploration of new opportunities, such as carbon sequestration options and pooled timber income funding, to supplement its current involvement in oyster farming, solar energy production, and the production of value-added wood products.

Position Summary

Ideal Candidate
Midcoast Conservancy is seeking an experienced leader who is ready to guide our growth as a strong conservation and community-minded organization. The ideal candidate will be wise, visionary, inspirational, passionate, and able to effectively communicate the organization’s mission to members, donors, volunteers, partners, and our communities. They will bring strong knowledge of integrated land and water protection to their work and be adept at understanding and articulating ecological and scientific information to the public.

Working with the Board of Directors and committees, the ideal candidate’s entrepreneurial spirit and big picture perspective will help identify and pursue opportunities to expand support for the work of Midcoast Conservancy. The ability to successfully develop new initiatives, including earned income enterprises, is critical to increased conservation success and the organization's long-term health and sustainability.

The ideal candidate possesses strong interpersonal and communication skills and is most comfortable working with a team while supporting an inclusive and empowering decision-making process. This person should be receptive to new ideas and value flexibility. They work seamlessly with all partners, from major funders, non-profit and for-profit enterprises to local officials and staff, bringing heart and passion to their work.

Their significant operational management experience and previous work in a leadership role with a non-profit enable them to skillfully undertake the day-to-day management of operations. This includes:

- managing a successful staffing structure
- supporting the strengths and differences of individual staff members
- establishing clear and realistic work plans that build in accountability
- implementing and monitoring metrics to measure organizational progress
- effective leadership of a diverse board of directors with a service area spanning a 500 sq. mile rural and coastal region
Primary Characteristics and Experience
Candidates should apply who:

- Possess executive or senior-level management experience
- Have knowledge of land conservation and management, and water protection strategies
- Will be a visionary leader and effective spokesperson comfortable working with all constituencies
- Have the proven capacity to coach, manage, and develop engaged and diverse teams of staff and volunteers
- Demonstrate skills in finance and budgeting, and in communicating that information effectively
- Have a successful track record in fundraising and development, and in identifying revenue opportunities
- Are experienced in growing programs and working in collaborative partnerships
- Are effective in stewarding relationships and building new community connections
- Have successful experience leading strategic planning and organizational development
- Support strong board engagement and organizational governance
- Value working with cultures that may be unfamiliar and appreciate the unique traditions, lifeways and industries of rural Maine
- Value continuing education and learning, including First People’s cultural and historical relationship with our lands

To apply, please submit a letter of interest, a resume with references, and salary requirements to: Searchcommittee@midcoastconservancy.org

Please describe in your cover letter how your qualifications and experience match Midcoast Conservancy’s mission and strategic opportunities. Applicants are encouraged to submit by December 15, 2020.

All submissions are confidential.

Midcoast Conservancy is an Equal Opportunity Employer and actively seeks a diverse pool of candidates. People from historically and currently under-represented communities are strongly encouraged to apply.