



SCARBOROUGH LAND TRUST

Conserving land for people, for wildlife — *forever.*

Land Protection Specialist– Job Description

Status: Full Time preferred, part-time possible
Reports To: Executive Director
Location: Scarborough Land Trust office
Hours: 30 to 40 hours (with some evenings and weekends required)
Start Date: ASAP

About Scarborough Land Trust

Scarborough Land Trust (SLT) is a highly respected, independent, nonprofit organization founded in 1977. SLT's mission is to conserve land where natural resources, agricultural production, scenic vistas and historical significance offer unique value to our community. SLT owns and manages over 1,400 acres for the benefit of the community. Where appropriate, SLT creates and maintains hiking trails and allows various recreational opportunities. SLT also conducts guided hikes, workshops, programs and environmental education activities. The organization partners with many other community groups in Scarborough, neighboring towns and across the state.

Overview

The Land Protection Specialist identifies, contacts and negotiates with landowners to protect additional lands in the Town of Scarborough. This position also oversees all due diligence on new fee acquisition or conservation easements and supports all fundraising efforts for these projects.

Responsibilities

- Work with the executive director and acquisition committee to implement land conservation priorities.
- Develop materials needed to explain the goals and strategies of the land conservation program for landowners and the general public.
- Help in drafting policies related to land conservation.
- Carry out high quality land transactions following all Land Trust Alliance Standards and Practices. This includes negotiating with private landowners,

local governments, public agencies and other organizations concerning acquisitions and funding.

- Work within developed budgets for projects.
- Conduct site visits, document and prepare reports for the executive director, acquisition committee, and board of directors.
- Manage multiple projects at the same time and move land protection projects forward to completion.
- Take a lead role in identifying funding opportunities for projects, including drafting grant proposals. Track all funding and spending, generating required reports. Help raise funds from individuals, corporations, foundations, and other organizations.
- Represent SLT at local, regional and state initiatives as assigned by the executive director.
- Build relationships with organizations.
- Keep up to date on current trends in land protection, including conservation easement language and recent court decisions, creative protection strategies, carbon credits, and other such items.
- Conduct public programs on conservation options for landowners and explain SLT's conservation strategies to the community.
- Carry out additional functions as assigned by the executive director.

Qualifications/Skills Required

- Strong belief and passion for the mission of SLT.
- Experience (3 more years preferred) related to private land conservation, real estate, surveying, appraisal work, real estate law, private property partnerships, or similar.
- A proven track record of completing complex projects.
- Careful attention to detail and ability to maintain a high level of accuracy.
- Excellent written and verbal communication skills; ability to convey complex ideas to a variety of individuals with different experience levels.
- Ability to work independently and be a team player.
- Good computer skills, including with programs such as Microsoft Word and Excel.
- Ability to thrive in a collaborative work environment with a high degree of autonomy.
- Valid Maine driver's license or ability to acquire one upon hiring.
- Able to conduct site visits to natural lands, requiring walking over uneven ground and through obstacles in various weather conditions.

Preferred Qualifications/Skills

- Previous experience in land protection related to fee acquisition and conservation easements that includes managing all aspects of such projects, with a track record of successful completion.
- Experience with Federal and State land conservation funding programs, such as Land for Maine's Future.

- Understanding of local government functions related to land planning and policy.
- Knowledge and skills related to GIS.
- College degree or equivalent experience.

Compensation

The position offers a competitive salary, paid time off, company dental and vision plan, living stipend (full-time), retirement program, trainings, and the ability to contribute to an important mission by the conservation of our natural and agricultural resources.

Equity

The Scarborough Land Trust (SLT) acknowledges that conservation work is best advanced by people of diverse backgrounds, beliefs and culture. SLT is committed to recruiting and advancing staff that creates an inclusive organization reflecting the broader community. SLT is an equal opportunity employer and will not discriminate on the basis of race, color, creed, religion, national origin, sex, gender identity, sexual orientation, marital status, veteran status, genetic information, ancestry, age, political or union affiliation, medical conditions, or any other status protected by applicable law.