



# The Land Trust For Santa Barbara County

## Job Description: Land Stewardship Director

Location: Santa Barbara County

Job Type: Full-time, exempt position

Salary Hiring Range: \$100,000-\$115,000

### Position Summary

The Land Trust for Santa Barbara County is looking for an experienced Land Stewardship Director to join our dynamic team. This is a full-time, exempt (salaried) position reporting to the Executive Director. This is a new position designed to scale a sustainable stewardship practice within the organization, working alongside a talented and dedicated team.

The Land Stewardship Director manages the conservation easement portfolio for the organization, including all aspects of conservation easement monitoring, enforcement, curing violations, landowner and successor landowner education and relationships, easement amendments, agency relationships, new project stewardship planning, restoration oversight, and department administrative and financial management. This position supports acquisitions by preparing for new land stewardship and monitoring obligations, restoration activities, and maintenance. The Land Stewardship Director supervises the Land Stewardship Manager, vendors, contractors, and interns.

The Land Stewardship Director works with the Executive Director, Land Committee, Board of Trustees, Land Trust legal counsel, and the Land Stewardship Manager to ensure our organization upholds our perpetual conservation obligations and conducts our work in a professional, expert manner. This position will represent the organization throughout the county in a variety of settings, including in the field, in community meetings, with agency and elected officials, and with supporters.

### About the Land Trust for Santa Barbara County

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. We have conserved more than 32,000 acres across Santa Barbara County and are a nationally- accredited member of the Land Trust Alliance and California Council of Land Trusts. Currently, the Land Trusts holds 55 conservation easements with significant additional easements in process. The Land Trust also owns and manages preserves with public visitors including Arroyo Hondo Preserve, a magnificent coastal canyon located west of Santa Barbara between Refugio State Beach and Gaviota State Park. The canyon preserve is home to thousands of plant and animal species, including several that are considered threatened or endangered. Docent-led tours for schools and community groups are scheduled throughout the year. The Land Trust is expanding our work so we can better serve everyone in this incredible county, this includes new community-based programs and creating a possible public preserve in the Santa Maria Valley.

## The Opportunity

The Land Stewardship Director will arrive at a time of remarkable growth and opportunity within the organization. Our ambitious strategic plan, combined with robust conservation funding, a drive for innovation, and a bold vision for growth have positioned the Land Trust to extend its impact even further. The Land Stewardship Director will work with our Land Stewardship Manager to harness this momentum and build the stewardship program of our future. As we approach our 40<sup>th</sup> anniversary, there is much work to do to ensure that our easement portfolio remains well managed, relevant, and that we meet the commitment made to communities throughout the county to protect land forever. If you want to join our hard-working team committed to our mission we invite you to apply for the position of Land Stewardship Director.

The ideal candidate will be conversant in developing, monitoring, enforcing, and amending conservation easements, including the project and people management that easement programs require. You are comfortable meeting with a variety of stakeholders, including landowners and officials, and moving groups of people through the complex processes easements entail. You have strong management skills and experience with scaling busy departments. You are a creative-thinker and thoughtful communicator who enjoys being outdoors and is passionate about nature and serving the Santa Barbara County community. You are committed to building collaborative relationships with individuals and organizations that bring different perspectives to land stewardship. You are energized by working towards a lasting common purpose and have the relevant experience to step into a leadership role.

## Responsibilities

- Conservation easement portfolio management including all aspects of conservation easement monitoring, enforcement, addressing violations, and amendments
- Ensure the organization is following all applicable stewardship regulatory and legal requirements as well as the Standards & Practices as required by the Land Trust Alliance Accreditation Commission
- Stakeholder education about conservation easement terms and obligations with a focus on listing agents, buyer representatives, successor landowners, county departments
- Landowner relationship management built on trust, mutual respect, and Land Trust expertise
- Manage and develop wildlife and other agency relationships pertaining to special habitat, species, agricultural practices, recreation issues, and mitigation
- Represent the Land Trust as the easement holder at a variety of meetings, including public meetings, hearings, site visits, and with neighbors
- Oversee new project stewardship planning including PAR analysis, approval of baseline documentation reports and management plans
- Ensure the smooth transition of new conserved acres from acquisition to perpetual stewardship, including regular analysis of the stewardship needs of the easement portfolio and the adequacy of the stewardship endowment
- Provide guidance on our restoration program to the Land Stewardship Manager including identifying the trajectory for this aspect of our work
- Supervise the Land Stewardship Manager, provide timely feedback and ongoing support, and provide training and professional development opportunities.
- Manage all aspects of the stewardship department including budget development and workplan development, contractor oversight, etc.
- Work closely with the Executive Director, Land Committee, Board of Trustees, Land Trust legal counsel, and the Land Stewardship Manager to ensure our organization upholds our conservation obligations and conducts our work in a professional, expert manner
- Stay abreast of local, state, and federal policies relevant to land protection and seek opportunities to lay the foundation for new approaches to permanent conservation

- Serve on the management team for the Land Trust
- Help with and attend Land Trust events as requested

#### Required Qualifications

- Informed passion and sense of urgency for the mission of the Land Trust for Santa Barbara County
- 5+ years progressive conservation easement program or project supervision with an emphasis on monitoring, enforcement, landowner and successor landowner relationships, project review, and amendments
- Demonstrated knowledge of real estate, land protection techniques and land conservation principles
- Understanding of conservation finance and tax law benefits
- Extensive project management experience including ability to motivate, lead, set objectives, and manage staff, as well as key stakeholder groups
- Willingness to travel regularly throughout the county and occasionally to work weekends and some evenings. Our main office is based in downtown Santa Barbara, CA.
- 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
- Proficient with presentation software, Microsoft Office, or an ability to quickly learn new software programs
- College degree in relevant field, J.D. degree or commensurate experience
- Commitment to working with the community to advance the Land Trust's mission
- Willingness to learn and maintain CPR/wilderness first aid certifications

#### Additional Favorable Traits

- Understanding of California land use, local landscape, politics, and conservation communities
- Field work experience, such as landscape maintenance, biological monitoring, surveying, habitat restoration, or similar
- Experience engaging and elevating the voices, ideas, needs, and concerns of people historically marginalized in land conservation
- Experience overseeing volunteers and interns
- Fundraising familiarity is desired, particularly an aptitude for delivering engaging supporter experiences connected to the stewardship program such as leading site visits
- Familiarity with ESRI ArcGIS or Google Earth desired to support a variety of conservation planning and land protection projects

#### 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
- Ability to hike at least 3 miles over rugged terrain

## Compensation and Benefits

Compensation is commensurate within the non-profit field and is based upon experience. Annual compensation range is \$100,000-\$115,000. 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 (salaried) position. This position requires frequent travel throughout the county.

## 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 Stewardship Director.

The position will remain open until filled. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an initial phone interview.

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.