



Berkshire Natural Resources Council

Job Posting: Land Conservation Projects Manager

May 2025

About BNRC

Berkshire Natural Resources Council (BNRC) is a nonprofit conservation organization in western Massachusetts that cares for the ancestral homelands of the Stockbridge-Munsee Band of Mohicans, who were forcibly displaced from the region by European colonization. As a land trust, BNRC conserves land and provides free access to the outdoors at nature reserves across the region. Since 1967, BNRC has conserved over 26,000 acres of land and manages over 60 miles of trails.

El Consejo de Recursos Naturales de Berkshire (BNRC) es una organización conservacionista sin ánimo de lucro del oeste de Massachusetts que cuida de las tierras ancestrales de la Banda Stockbridge-Munsee de Mohicanos, que fueron desplazados a la fuerza de la región por la colonización europea. Como fideicomiso de tierras, el BNRC conserva tierras y proporciona acceso gratuito al aire libre en reservas naturales de toda la región. Desde 1967, BNRC ha conservado más de 26.000 acres de tierra y gestiona más de 60 millas de senderos.

Description

BNRC seeks a **Land Conservation Projects Manager** to join its Conservation team. This position will further BNRC's land protection work and support the organization's strategic conservation goal to increase the pace of conservation in the region by expanding BNRC reserves and working on collaborative landscape-scale conservation and farmland protection with local, state, and regional partners.

Reporting to the Director of Conservation, this position supports all conservation-related activities, with a primary focus on the acquisition of fee properties, conservation restrictions, and High Road trail easements. The Land Conservation Projects Manager will also work collaboratively with other departments within BNRC and numerous partners. BNRC values open, candid, and respectful communication and favors teamwork.

We're looking for a motivated individual with experience managing land acquisition projects and a passion for BNRC's mission. They will be familiar with the Land Trust Alliance (LTA) Standards and Practices and with LTA's accreditation process. The ideal candidate will have managed and completed all aspects of real estate transactions and can pair interpersonal skills with project management, estate planning considerations, conservation biology, and knowledge of working lands (farms and forests). Additional experience that would strengthen the application includes familiarity and experience with conservation restrictions (CRs) and Agricultural Preservation Restrictions (APRs) in Massachusetts.

Specific responsibilities include:

- Manage land acquisition projects, including communicating with landowners, realtors, attorneys, and conservation partners (state and Federal agencies, regional and local land trusts, and other non-profits)
- Meet with landowners and realtors, assess conservation values of potential projects, and present projects for review
- Develop and manage acquisition project budgets
- Review and interpret property deeds, maps, and surveys
- Work with the Conservation Department staff to compile Requests for Proposals (RFPs) for acquisition project due diligence: title, survey, appraisals, environmental assessments
- Work with the Conservation Department staff to review and award bids from RFPs.
- Draft conservation restrictions, agricultural preservation restrictions, and trail easements
- Work closely with the Stewardship Department to ensure their input regarding conservation acquisitions and coordinate transition of projects
- Assist Stewardship Department with Baseline Documentation Reports
- Prepare information, materials, and resources for the Director of Conservation and Advancement Department to help plan financing for conservation projects
- Work with the Advancement Department on grant funding applications for acquisition projects
- Navigate state and federal conservation programs in the pursuit of acquisition projects funding
- Prepare maps and project materials for grant applications.
- Support the work of the Director of Conservation, including helping prepare materials for Lands Committee and board meetings
- Support and conduct engagement efforts with municipal, public, and other conservation agencies, organizations, and regional partners, which may include attendance at and travel to municipal meetings, partnership meetings, trainings and conferences outside of normal business hours
- Be an ambassador for BNRC with landowners, visitors, and stakeholders.
- Fulfill other assignments as needed

Qualifications

The successful candidate may not fulfill every aspect of a job description. If you have some, and/or demonstrably related experience, and believe that you can bring talent and passion to this role, please feel encouraged to apply.

- Demonstrated ability to manage multiple, varied projects and efforts at one time
- Knowledge of and/or experience with real estate transactions as related to land trust work
- Empathetic and observant listener
- Skilled at working collaboratively
- Excellent verbal and written communication abilities
- Detail oriented and able to meet deadlines

- GIS proficiency
- Microsoft Office proficiency
- Knowledge of natural resources issues, land management, and climate change adaptation approaches
- Sufficient physical fitness to walk land, on and off trail
- Experience communicating with public officials
- Familiarity with the Berkshire landscape and communities preferred
- 5-7 years of relevant professional experience

Compensation

This position is advertised at the Senior Manager level, with a salary range of \$60,000–\$70,000 depending on experience.

Benefits

- Medical, dental, and vision coverage
- Employer-paid life insurance and short/long-term disability insurance
- 401(k) with employer contribution
- Generous PTO and 13 paid holidays per year
- Flexible hours and hybrid remote/office work
- Travel and mileage reimbursement

Start Date

Position available now; resume review will begin on June 2, 2025.

To Apply

Email your resume to jobs@bnrc.org with **"Land Conservation Projects Manager"** in the subject line and tell us why you're a great fit for this role.

We welcome applications from BIPOC, LGBTQ+, women, and veterans. BNRC is actively engaged in ensuring its properties are welcoming to all, and in increasing diversity, equity, and inclusion in all aspects of its work.

Though the job described above will begin entirely or almost entirely in English, BNRC welcomes interest from bilingual candidates who can support the organization in being more inclusive in its work.

BNRC is an equal opportunity employer.

BNRC does not discriminate on the basis of race, creed, color, ancestry, religion, national origin, sex, sexual orientation, gender identification and expression, age, physical or mental disability, marital status, genetic information, veteran status, being a member of the Reserves or National Guard, status as disabled or Vietnam Era veteran or status in any group protected against discrimination by federal, state, or local law.