



# Berkshire Natural Resources Council

## Community Engagement Manager

March 2026

### Join the BNRC team

At Berkshire Natural Resources Council (BNRC), we believe land conservation is about more than protecting special places—it's about connecting people to the land in ways that inspire care, stewardship, and belonging. Our work protects the forests, trails, farms, and waterways that make Berkshire County extraordinary, ensuring they are accessible and resilient for generations to come.

When you join BNRC, you become part of a passionate, collaborative team committed to conservation, community engagement, and climate resilience. We value creativity, initiative, and inclusivity, and we strive to create a workplace where diverse perspectives are welcomed and respected.

BNRC is seeking a Community Engagement Manager to join its Advancement Team. This role offers the opportunity to shape how people engage with nature throughout Berkshire County. If you are energized by connecting people to the outdoors through meaningful events and educational programs, BNRC is a place where your work will have lasting impact.

### Position Description

The Community Engagement Manager designs and leads inclusive, mission-driven programs that inspire people to explore, learn about, and care for conserved lands. Reporting to the Director of Advancement and working collaboratively across departments, the Manager coordinates events and initiatives that highlight BNRC's land conservation and stewardship work while building meaningful partnerships throughout the community. This position leads BNRC's volunteer program and public events—creating welcoming opportunities for people of all backgrounds to engage with the outdoors and deepen their connection to nature.

## **Position Tasks and Responsibilities**

### **1. Program Development and Leadership**

- Design and implement engaging public programs, events, and educational experiences that advance BNRC's mission of land conservation and stewardship.
- Develop programming that deepens community understanding of conserved lands, climate resilience, habitat protection, and public access.
- Plan and lead public outings, volunteer stewardship days, workshops, and community events that connect diverse audiences to nature.
- Ensure all programs reflect BNRC's commitment to diversity, equity, inclusion, accessibility, and belonging (DEIAB), creating welcoming and culturally responsive outdoor experiences.
- Evaluate program effectiveness by tracking participation, gathering feedback, and measuring community impact to inform continuous improvement.
- Manage program budgets and prepare reports on engagement metrics, volunteer contributions, and outcomes.

### **2. Volunteer Program Management**

- Lead and grow BNRC's volunteer program, aligning volunteer opportunities with stewardship priorities and organizational needs.
- Recruit, train, schedule, and support volunteers to foster meaningful, long-term engagement with conserved lands.
- Cultivate a strong culture of appreciation through volunteer recognition initiatives and annual appreciation events.

### **3. Cross-Department Collaboration**

- Chair and coordinate the BNRC Programming Committee to align community engagement efforts across departments.
- Collaborate with Stewardship, Conservation, Development, and Communications staff to design integrated events that elevate BNRC's land protection and stewardship initiatives.
- Partner with the Communications and Marketing Manager to promote programs, share community stories, and highlight conservation impact.

- Support Advancement Team goals by strengthening relationships that increase community investment in BNRC's mission.

#### **4. Community Partnerships and Outreach**

- Build and sustain partnerships with local organizations, schools, municipalities, and community groups to expand access to conserved lands.
- Engage guest experts, cultural leaders, and partner organizations to broaden perspectives and enrich programming.
- Represent BNRC at community events and gatherings to strengthen visibility and foster inclusive community connections.

#### **Qualifications and Skills**

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.

#### **Required Skills and Experience**

- 3–5 years of experience in community engagement, volunteer management, environmental education, nonprofit programming, or a related field.
- Demonstrated experience planning and leading public programs, events, or educational initiatives.
- Strong project management skills, including the ability to manage multiple programs, timelines, and budgets simultaneously.
- Experience collaborating across teams or departments to plan and implement events or initiatives.
- Excellent written and verbal communication skills.
- Ability to build and maintain partnerships with diverse community stakeholders.
- Commitment to diversity, equity, inclusion, accessibility, and belonging (DEIAB), with experience creating welcoming and culturally responsive programming.
- Experience tracking data, evaluating program outcomes, and preparing reports.
- Ability to work independently while also contributing to a collaborative team environment.

#### **Preferred Qualifications**

- Background in environmental education, land conservation, natural resource management, or a related field.
- Experience recruiting, coordinating, and supporting volunteers.
- Knowledge of Berkshire County communities and regional conservation priorities.
- Experience facilitating outdoor programs or working in outdoor settings.
- First Aid/CPR certification (or willingness to obtain).
- Experience supervising interns, volunteers, or contractors.
- Familiarity with volunteer management systems, event registration platforms, or CRM databases.
- Spanish-speaking language skills a plus.

### **Compensation**

Starting salary of \$58,000-\$63,000, depending on experience; this position is full time. Programs may take place on evenings or weekends. BNRC allows for flexibility in schedule so that the role is not expected to work more than a 40-hour work week.

### **Benefits Include**

- Medical, dental, and vision coverage
- Employer-paid life insurance and short/long-term disability insurance
- 401(k) and employer match
- Generous PTO (vacation/sick/personal) and 13 paid holidays per year
- Flexible hours and hybrid remote/office work
- Travel reimbursement
- A great team of coworkers in a welcoming office setting in Lenox, Massachusetts

### **To apply**

Email your resume to [jobs@bnrc.org](mailto:jobs@bnrc.org) with “Community Engagement Manager” in the subject line and tell us why you’re a great fit for this role. Review of resumes will begin on March 30, 2026 and continue until the position is filled.

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.

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.