Berkshire Natural Resources Council
Job Posting: Director of Land Conservation
March 2022

Berkshire Natural Resources Council (BNRC) is a conservation organization in the westernmost region of Massachusetts. As a regional land trust, BNRC conserves land, protects wildlife and habitat, preserves local farms, and provides free access to the Berkshire outdoors for everybody, at over 55 nature reserves across the region. Since 1967, BNRC has been instrumental in the conservation of more than 100,000 acres of forest, fields, wetlands and farmlands, and now holds over 23,000 acres of land and conservation restrictions, and manages over 60 miles of trails.

BNRC is seeking a senior-level land conservation professional to lead our Conservation team, in our 32-town region. Please note that while we welcome applicants with a variety of backgrounds and skills, this position requires significant experience in directly managing land conservation projects.

The Director reports to the President and is part of the Senior Leadership Team, which includes the Directors of Stewardship, Development, and Public Programs.

The Director of Land Conservation both directly identifies, develops and manages conservation projects (fee acquisitions, conservation restrictions and agricultural preservation restrictions), and supervises a team of conservation professionals.

The Director will:

**Collaborate:** with other land trusts, towns, and state agencies to develop landscape-scale conservation projects and identify opportunities to grow BNRC’s existing reserves. Work with BNRC’s Development Department on grants and donor relationships to fund acquisition projects; with the Stewardship Department on management issues including future land improvements; with the Community Conservation Department on identifying new models for projects; and with the Administrative team to ensure fiduciary and policy compliance.
Contribute: to BNRC’s first written conservation plan (now being drafted); to the advancement of BNRC’s strategic plan; to ensuring BNRC’s conservation team adheres to the Land Trust Alliance’s Standards and Practices.

Commit: to furthering BNRC’s efforts to be more inclusive, to broaden and diversify staff, board, and community connections; to provide greater access to nature for all who live and visit the Berkshires; to ensure protection of and access to working lands such as farms and forests.

Connect: to landowners, building trust and respect; to partners such as state agencies and local land trusts; and to officials at the town and state level to advocate for land conservation.

Qualities and Experience

In addition to the above, the ideal candidate will have at least 8 years of experience in all aspects of land conservation including writing and understanding conservation restrictions, understanding of property and conveyance instruments and legal contracts; conducting all aspects of due diligence; working with a wide range of contractors; experience and comfort working with a very diverse community, and have strong communications skills.

We understand that progress moves at the speed of trust, and seek a Director of Land Conservation who is gifted at building trust: diplomatic and empathetic, and also direct and clear in communicating.

Because our staff is growing, the Director of Land Conservation should also have experience leading a team: setting goals, teaching, mentoring, and supporting more junior staff, and collaborating with peers across departments.

BNRC cares for the ancestral homelands of the Stockbridge-Munsee Band of Mohicans, who were forcibly displaced from the region by European colonization.

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, age, physical or mental disability, veteran status, marital status, genetic information, 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 help the organization be more inclusive in its work.
**Compensation:** $75,000-$90,000 depending on experience

Benefits include: medical and dental coverage; 24 days PTO (vacation/sick/personal) and 12 paid holidays

Flexible hours and hybrid remote/office work

401(k) and employer match

Travel reimbursement

A great team of coworkers in a welcoming office setting in Lenox, Massachusetts

To apply, please send your cover letter and resume to frontdesk@bnrc.org with “Director of Land Conservation” in the subject line. Please note: this position requires up-to-date Covid vaccination.

**Start date:** on or about April 25; resumes will be reviewed on a rolling basis until the position is filled.