

**EMPLOYMENT OPPORTUNITY**  
**Director of Conservation Land Management**

The Nature Trust of British Columbia (NTBC) is a leading non-profit land conservation organization based in BC. Since 1971, we have secured over 70,000 hectares (175,000 acres) of important habitat across the province for wildlife, fish and plants.

NTBC seeks an enthusiastic and motivated conservation professional to be our **Director of Conservation Land Management**. This unique position offers the successful candidate the opportunity to lead The Nature Trust of British Columbia's Conservation Land Management team and implement NTBC's landscape-scale conservation efforts on NTBC holdings across the province. The Director of Conservation Land Management will play a key role in providing strategic direction and guidance toward implementing NTBC's conservation goals and objectives.

The Director of Conservation Land Management is a key member of The Nature Trust of British Columbia's senior management team. S/he will maintain and build strong relations with partner organizations, including Federal, Provincial, and Local Governments, Indigenous groups and Non-Governmental Organizations, develop and monitor land management budgets, raise funds, and make public presentations.

This is a full time management position based in Vancouver, BC.

**Job Title: Director of Conservation Land Management**

**Responsibilities:**

Leading NTBC's Conservation Land Management team, reporting to the CEO, the Director of Conservation Land Management will have the following responsibilities:

- Provide strategic direction and support to identify priority stewardship activities on NTBC lands that may include ecosystem restoration or enhancement projects and the ecological monitoring required to measure the conservation effectiveness of the projects.
- Lead the NTBC Conservation Land Management team, and work with the Ecosystem Specialist, CEO and CFO to identify the resources (time and funding) needed to provide basic conservation land management needs for the range of NTBC properties in order to establish the appropriate land management endowments (LMEs) required.
- Represent NTBC on various partnership program steering committees related to land management, often as Chair.
- Prepare funding applications and submissions to a variety of funding sources to support land management activities, including those implemented by seasonal Conservation Youth Crews.
- Responsible for conservation covenant management and monitoring protocols. Review annual monitoring reports and follow-up with and contact land owners when necessary, develop and implement a strategy to address problematic language in existing covenants, update Baseline Reports where and when needed, and implement procedures to resolve existing conservation covenants that are at risk of non-compliance and legal challenges in the NTBC portfolio.

- Work with the Director of Conservation Land Securement on the Ecological Gifts Program (EGP) as it applies to NTBC lands.
- Support the CEO and the Ministry of Forests, Lands, Natural Resource Operations and Rural Development (FLNRORD) staff in the review of the NTBC/Provincial MOU and Management Agreement pertaining to NTBC lands that are leased to FLNRORD as required and assist FLNRORD regional staff in preparing the provincial Habitat Conservation Trust Foundation Operations & Management funding applications and reports.
- Lead NTBC's Conservation Land Management team to develop and revise emergency response protocols and land use policies for NTBC conservation lands.
- Oversee NTBC's Conservation Land Management team and work with the Ecosystem Specialist, GIS Specialist, and Director of Conservation Land Securement to refine Conservation Land Management Plan templates and plan development processes for preparing new and updating existing conservation land management plan documents.
- Oversee the annual conservation land management requirements on NTBC Vancouver Island properties not covered under the West Coast Conservation Land Management Program (WCCLMP), and NTBC properties on the Gulf Islands in the Salish Sea.
- Oversee NTBC's Conservation Land Management team to coordinate the administrative functions associated with the entire NTBC property portfolio.

**Required qualifications, experience, and skills:**

Candidates must have a positive attitude, have demonstrated leadership skills, be a team player, have a constant desire to learn, be well organized and must be able to work in a fast paced environment with a focus on quality.

- Bachelor's Degree (R.P. Bio and/or Masters preferred) in ecology, conservation biology, wildlife biology, environmental science, or related discipline with 5-10 years of directly related experience;
- Knowledge of the principles of conservation biology and planning, and sources of biodiversity information in BC (e.g. Conservation Data Centre; familiarity with base mapping information related to land and resource use in BC; familiarity with resource inventory and ecosystem classification methods in BC);
- Demonstrated experience compiling information and reporting on the condition of natural habitats, and with ecosystem restoration planning, habitat enhancement project design and implementation;
- Demonstrated project management skills, including excellent problem solving, planning and organizational skills, with attention to detail and timelines;
- Demonstrated ability to effectively manage staff and/or volunteers;
- Comfortable working in a team setting and capable of easily communicating with a wide range of people from both the public and private sectors ranging from the professional/technical level to general public;
- Comfortable and effective working in a fundraising organization;
- Excellent communication skills (oral and written);
- Demonstrated skill and success in grant writing;
- Must be flexible, reliable, self-motivated, and able to work independently;
- Entrepreneurial, with a strong ability to prepare and manage timelines, goals and expectations wisely;

- Must be prepared to travel across BC and work flexible hours from time to time;
- Pleasant, professional behavior, using discretion when necessary;
- Valid BC Drivers' Licence (minimum Class 5) is required;
- Must be legally entitled to work in Canada.

**Desired qualifications**

- Experience working in or with the land trust sector in Canada or the USA.
- Knowledge and experience in sustainable forest and range management.

**Position Location:**

The position will be based in our Vancouver office.

**To apply:**

Please forward your résumé and cover letter with salary expectations by September 21, 2018 to Laurie Desrosiers, CFO at NTBC's Vancouver office. In your letter please address how you meet the qualifications, experience and skills identified above.

Contact information:

email: [laurie@naturetrust.bc.ca](mailto:laurie@naturetrust.bc.ca)

phone: (604) 969-3243

Thank you for your interest. Only those being considered for the position will be contacted.