

**EMPLOYMENT OPPORTUNITY**  
**Director of Conservation Land Securement**

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 is the largest regional land trust in Canada.

NTBC seeks an enthusiastic and motivated conservation professional to be our **Director of Conservation Land Securement**. This unique, new position offers the successful candidate the opportunity to lead The Nature Trust of British Columbia's conservation land securement in order to acquire land with ecosystems that have high biodiversity values and are at the greatest risk of being lost. The Director of Conservation Land Securement will play a key role in providing strategic direction and guidance toward implementing NTBC's conservation goals and objectives.

The Director of Conservation Land Securement is a key member of The Nature Trust of British Columbia's senior management team. This position will provide direction on the science foundation for conservation land securement, identify priority land securement opportunities, effectively communicate NTBC's conservation science messaging, maintain and build strong relations with partner organizations, including Federal, Provincial, and Local Governments, Indigenous groups, and Non-Governmental Organizations and develop and execute land securement projects.

This is a full time management position based in Vancouver, BC. Candidates who prefer 0.8 FTE are also encouraged to apply.

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

**Responsibilities:**

Leading NTBC's conservation land securement process, reporting to the CEO, the Director of Conservation Land Securement will have the following responsibilities:

- Lead the process of identifying the highest priority lands (both provincially and regionally) for securement.
- Take a leadership role to develop and maintain a proactive and priority based approach to land securement. Track our portfolio of potential land acquisition opportunities;
- Work with senior management team to help allocate our resources to have maximum conservation benefit.
- Nurture and provide guidance to conservation partnerships that utilize collective conservation science expertise to identify priority areas at provincial and regional scales for biodiversity conservation in BC.
- Support the development and use of the BC NGO Conservation Areas Database and geospatial tools to more efficiently prioritize NTBC's conservation activities.
- Work with the CEO, Ecosystem Specialist and NTBC's Board Biodiversity and Land Management Committee to refine the NTBC screening process for proactive land

acquisitions, including refinement of NTBC's Relative Ecological Assessment tool and Securement Decision Framework.

- Work with the Conservation Land Management team and Ecosystem Specialist to identify and provide recommendations to the CEO on land securement priorities.
- Ensure that there is accurate and up-to-date documentation about potential securement opportunities for the Board, including Summary Reports and budget updates for land acquisitions.
- Work effectively with landowners, lawyers, appraisers and other professionals to prepare legal agreements; real estate documents, leases, conservation covenants, agreements to gift for donations of land, and assisting donors with the federal Ecological Gifts Program applications.
- Responsible for the Ecological Gifts Program (EGP) as it applies to NTBC lands, including preparation and review of disposition and change in use submissions to Environment and Climate Change Canada (ECCC), when required, for land or a partial interest in land (e.g. conservation covenants) that were donated to NTBC under the EGP.
- Prepare land acquisition grant proposals for various levels of government, foundations and corporations (with help from the senior management team, as needed).
- Update NTBC Conservation Covenant Guidelines and criteria for NTBC to assess when or if conservation covenants are the best tool for securing the conservation values of a property.
- Identify and monitor land securement transactions for the Strategic Plan and the Annual Workplan.
- Responsible for various administrative duties, including the management of contribution agreements, service contracts, and the review of legal transaction documents, leases and covenants to ensure future securements are executed consistent with the policies and conservation goals of NTBC.

### **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.

- Working knowledge of (or aptitude for) the responsibilities of the Director of Conservation Land Securement position with 8+ years of directly related experience;
- Bachelor's degree in conservation, natural resources management, business, law or another related field of study;
- Working knowledge of legal, financial, tax, and scientific issues involved in land protection. Fields such as law, real estate, natural resource management, conservation planning, and natural science will be of greatest interest;
- Knowledge of the principles of conservation biology and planning;
- Demonstrated project management skills, including excellent problem solving, planning and organizational skills, with attention to detail and timelines;
- Demonstrated ability to maintain and develop strong relationships with partners, landowners and donors;
- 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;
- Excellent communication skills (oral and written);
- Prepared to travel across BC and work flexible hours from time to time;
- Comfortable and effective asking for donations;
- Pleasant, professional behavior, using discretion when necessary;
- Experience using common software applications: Word, Excel, web browsers, etc.;
- Valid BC Drivers' Licence (minimum Class 5);
- Must be legally entitled to work in Canada.

**Desired Qualifications, Experience, and Skills:**

- Knowledge and experience with evaluating real estate appraisals;
- Experience negotiating real estate agreements and demonstrated ability to bring negotiations and projects to closure;
- Knowledge of 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);
- Experience drafting and/or interpreting conservation covenants (easements);
- Experience working in or with the land trust sector in Canada or the USA;
- Demonstrated skill and success in grant writing;
- Experience conducting outreach to private landowners;
- Flexible, reliable, self-motivated, and able to work independently;
- Entrepreneurial, with a strong ability to prepare and manage timelines, budgets, goals and expectations wisely.

**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 14, 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.