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FARMLAND & STEWARDSHIP SPECIALIST

Founded in 1984, the mission of the Adirondack Land Trust is to forever conserve the forests, farmlands, waters and wild places that advance the quality of life of our communities and the ecological integrity of the Adirondacks. Through private initiative, community cooperation and a deep connection to the land, the Adirondack Land Trust has protected 26,710 acres since 1984. We currently oversee 16,134 acres under conservation easement, and we own 1,565 acres in fee. ALT received Land Trust Alliance (LTA) accreditation in 2019.

POSITION SUMMARY

Adirondack Land Trust (ALT) seeks a creative, collaborative, and experienced individual to implement farmland conservation programs, manage stewardship of farmland easements, and work with other ALT staff to further ALT's goals of ensuring the sustainability of the agricultural systems of the Adirondacks. **The Farmland & Stewardship Specialist** will be responsible for providing overall farmland conservation and stewardship expertise for ALT throughout our service area. The majority of this work will be centered in NY's Champlain Valley, where they will work with producers, landowners and partners to achieve lasting conservation results for the land and the communities there.

In addition, the Farmland & Stewardship Specialist will work closely with the conservation team to complete stewardship responsibilities, engage in landowner outreach, serve as ALT's farmland conservation lead, represent ALT to key constituencies, help identify and evaluate project opportunities, and build collaborative partnerships. They will work from ALT's main office in Keene.

KEY RESPONSIBILITIES

Farmland Conservation Expertise

- Serve as ALT's lead staff person for farmland conservation; apply skills and knowledge of agricultural programs and practices to conservation easement stewardship, land protection project development, and community conservation.
- Provide expertise in farmland conservation and best management practices and develop a program to assist landowners, inform ALT conservation activities, and collaborate with partners.

Conservation Easement Stewardship

- Responsible for annual monitoring of conservation easements, including farmland easements, primarily in NY's Champlain Valley; ensuring annual compliance consistent with the easement's terms, ALT policies and Land Trust Alliance Standards and Practices.
- Maintain regular contact with landowners, producers, land managers, and partners of conservation easement properties to maintain positive relationships, promote conservation practices, and avoid potential easement conflicts.
- Maintain and update ALT's conservation easement digital and paper records, following ALT policies and Land Trust Alliance Standards and Practices in the Keene office files, off-site archives, and on LANDSCAPE software.

Partner and Community Outreach

- Strengthen existing and develop new partnerships to further ALT's farmland conservation programs with organizations such as Essex County Farm Bureau, Cornell Cooperative Extension, Essex Farm Institute,

Miner Institute, NYS Dept. of Agriculture and Markets, Natural Resource Conservation Service and County Soil and Water Districts.

- Work with ALT communications staff in community and public outreach around farmland conservation.
- Work with ALT staff to expand field trips, education and outreach programs throughout the Adirondacks to serve communities and engage diverse audiences.

Conservation Program Support

- Assist the conservation team to identify and evaluate ALT's conservation priorities in the Champlain Valley through strategic prioritization, proactive outreach, and responsive landowner communications.
- Assist in implementing a variety of agricultural land protection tools such as conservation easements, ground leases, preemptive purchase rights, and lease to own.
- Assist in site visits, GIS mapping, baseline documentation reports, and project due diligence.
- Coordinate with local partners, governments, and stakeholders to ensure project success.
- Assist development staff in identifying funding sources, including government grants, as well as writing proposals and reports. Assist in managing grants as appropriate.

QUALIFICATIONS

- A passion for conservation and commitment to the mission, values, and vision of the Adirondack Land Trust.
- Excellent written and verbal communication, listening and conflict resolution skills.
- Experience working effectively both independently and as a member of a team.
- Working knowledge of sustainable farmland conservation practices.
- Experience with conservation easement drafting, monitoring and enforcement.
- Strong organizational skills and attention to detail to manage project information files, contractor contracts, grant compliance, etc.
- Strong commitment to high standards and personal accountability.
- Bachelor's Degree or equivalent professional training with 3-5 years' experience in natural resource management, agriculture, farmland conservation, community conservation or a related field.
- Ability to travel throughout northern New York and occasionally within/outside of NYS, including some evening and weekend work.
- Valid driver's license and reliable, all-season transportation.
- Ability to work outdoors, sometimes in inclement weather, and navigate by foot over rough terrain.
- Ability to work in an office setting and interact with supporters, volunteers, and board members.
- Proficiency with ESRI ArcGIS and ability to learn ALT's land conservation database software LANDSCAPE.

BENEFITS AND COMPENSATION

Reports to: Conservation Program Director

Supervises: May supervise seasonal staff, interns, volunteers and contractors

Salary: Full-time, competitive salary commensurate with experience

Benefits: Paid vacation and holidays; matching contribution to 403b; health, vision and dental

Admin support: Must be prepared to handle own correspondence, filing and record keeping

HOW TO APPLY

Submit resume and cover letter by **August 2, 2021**:

Electronically to info@adirondacklandtrust.org

Or by mail to Adirondack Land Trust, PO Box 130, Keene, NY 12942

ORGANIZATIONAL STATEMENT

Data show that some types of candidates more frequently do not apply for a job because they don't feel that they meet all of the qualifications listed. Our job descriptions are general overviews, not a mandatory comprehensive

list. As a small and growing organization, we appreciate a diverse set of skills and candidates eager and willing to grow and learn with our organization. If you feel passionate about our efforts and believe that you have the skills to succeed in this role, we want to hear from you.

We strive for a collegial environment of people who generate innovative ideas and work hard to implement them. We value diversity, equity and inclusion as essential to all aspects of conservation work, and to ensuring that the Adirondack Park welcomes and provides benefits for all people. We also understand the value of work/life balance.

ALT affirms its commitment to equal employment opportunity for all individuals. Decisions about recruiting, hiring, training, promotions, compensation, benefits, and all similar employment matters are made in compliance with all federal, state and local laws and without regard to race, color, religion, gender, ethnic or national origin, age, physical or mental disability, sexual orientation, gender identity, familial status, military status or any other classification protected by federal or state law. Any discrimination in the workplace against persons protected by equal employment opportunity laws is illegal and against policy.