



## **Land Protection Specialist**

Location: Genesee Land Trust Office, Rochester, NY.

**Position is open until filled;** applications will be reviewed on a rolling basis starting March 1<sup>st</sup> with an anticipated start date in early May. Early applications are encouraged.

**Salary Range:** \$53,000 - \$63,000, based on a full-time, 35 hours per week schedule.

**Benefits:** Health insurance, health savings account contribution, vacation, sick leave, paid family leave, cell phone stipend and a SIMPLE IRA; Flexible working arrangements possible.

### **Job Description:**

Genesee Land Trust seeks an experienced and passionate Land Protection Specialist (the Specialist) who will play a key role on the land protection team serving as the primary staff member working with landowners to permanently conserve their land. From project inception to closing, the Specialist will work with landowners, attorneys, contractors, and partners to achieve land and water conservation outcomes that benefit the greater Rochester region. The Specialist will acquire conservation easements, fee lands, and other long-term conservation agreements using both traditional and innovative land conservation tools.

The Specialist will use Genesee Land Trust's new conservation plan GIS to identify regional priority parcels, plan and strategize with partners, and transition the organization towards a more proactive acquisition strategy. The Specialist will increase the capacity and pace of local land conservation for a rapidly growing organization. This new full-time position reports to the Director of Conservation Programs.

### **Responsibilities**

#### **1. Land Protection**

- Identify and evaluate lands to be protected based on organizational habitat and community land protection priorities using GIS data, local expert knowledge, and in collaboration with the Land Acquisition Committee.
- Work with legal counsel and contractors to complete all phases of fee land and conservation easement acquisition including creating, soliciting, and reviewing RFPs for appraisals, environmental site assessments, surveys, and title review.
- Develop new and steward existing relationships with key conservation and community stakeholders including local, state, and federal agencies, partners, and private landowners.
- Negotiate the terms of conservation easement and fee acquisition deals with private landowners, often working on several projects at a time.
- Ensure ongoing compliance of the land protection program with Land Trust Alliance Standards and Practices.

## 2. GIS

- Oversee Genesee Land Trust's GIS database to ensure up-to-date data, including the conservation plan GIS.
- Create maps for land protection projects to share with committees, board of directors, staff, and community.

## 3. Grants

- Review and prioritize grants and funding opportunities for habitat and community acquisition projects.
- Help secure funds from state, federal, county, and private sources to support land protection efforts.

### **Desired Skills, Knowledge, and Abilities**

- Interest in Genesee Land Trust's mission, the outdoors, and local land conservation
- Strong understanding of ecology of the northeast, land use history, and current trends
- 2-5 years of experience in project management, land conservation and stewardship, real estate, or GIS
- 1-3 years of experience working with, or reviewing, contracts, appraisals, environmental assessments, surveys, and title documents
- Demonstrated ability to work independently and collaboratively with colleagues with diverse backgrounds
- Strong organizational skills and attention to detail
- Excellent written and verbal communication skills; ability to convey complex ideas to a variety of individuals with different experience levels
- Able to conduct field visits to natural lands, traversing over uneven ground and through obstacles in various weather conditions
- Commitment to fostering a culture of diversity, equity, and inclusion in the workplace
- Demonstrated ability to problem solve and proven willingness to learn

### **About Genesee Land Trust**

Genesee Land Trust's mission is to protect lands and waters that enhance the quality of life in the greater Rochester region. Serving the City of Rochester, suburban towns, and rural communities in seven counties, Genesee Land Trust has conserved over 7,900 acres of land, manages 18 nature preserves open to the public, and works with a diverse array of partner organizations and municipalities.

A community-based, non-profit, accredited conservation land trust, Genesee Land Trust combines land conservation tools with programming and collaborative partnerships to accomplish its mission. Genesee Land Trust has 14 staff dedicated to preserving wildlife habitat, protecting local farms and food, and creating connections to nature.

### **Organizational Commitment**

Genesee Land Trust values and is committed to providing an inclusive and diverse workplace; has identified the need to address inequity around conservation and access to the outdoors; is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position.

Individuals who have a passion for conservation even if their work experience does not match perfectly with those listed, are encouraged to apply. Genesee Land Trust is willing to provide paid professional development opportunities and training, as well as support from fellow staff members.

To apply, send a cover letter and resume by email with “Land Protection Specialist” in the subject line to Kevin Farrell at [kfarrell@genseelandtrust.org](mailto:kfarrell@genseelandtrust.org) or by regular mail to: Genesee Land Trust, 46 Prince St., Ste. LL005, Rochester, NY 14607, Attention: Kevin Farrell.