



Land Protection Specialist

Full-time position (37.5 hours per week)

About SVT

Sudbury Valley Trustees (SVT) actively conserves natural areas and farmland in 36 communities between Boston and Worcester. We protect some of the region's most important forests, wetlands, and grasslands—natural areas that support wildlife habitat, working farms, and recreational trails. See more at svtweb.org.

- SVT cares for more than 6,200 acres on over 200 properties, has protected more than 85 miles of hiking trails, and provides an array of public educational programs and recreational outings.
- SVT is a dynamic, forward thinking land trust and we come together to achieve our mission through three strategies:
 - We protect land by assisting communities and other organizations with local efforts along with working with land owners to permanently conserve their parcels
 - We take care of natural areas. We actively work to steward the land, ensuring that the values that originally inspired protection are cared for in perpetuity.
 - We provide people with opportunities to connect with nature and to act for conservation. SVT recognizes that we must engage a greater number of people to care and act for natural areas, and we work to provide a diversity of opportunities for people of all ages to learn more about our region's open spaces and wildlife.
- SVT is accredited by the national Land Trust Accreditation Commission.
- SVT achieves this success thanks to the efforts of our tight-knit team of 14 professional staff members, an all-volunteer Board of Directors, the hard work of more than 200 volunteers, the support of more than 2,000 member households, and numerous collaborations with partner organizations.
- SVT's current 5-year strategic plan may be found at <https://www.svtweb.org/about-svt/svt-strategic-plan>

About This Position

The Land Protection Specialist (LPS) will initiate, develop and execute land protection transactions. The LPS will play an important role in community outreach and collaborative work alongside local and state partners to complete land protection projects. SVT's Land Protection team helps to identify and assist landowners seeking to protect their land through conservation easements, gifts and bequests, or sale to conservation partners. The Land Protection Specialist reports to the Director of Conservation and will be part of a small, collaborative land protection team.

Key Responsibilities

- Initiate and cultivate relationships with landowners, conservation partners, and other possible allies in order to identify potential land conservation projects.
- Negotiate all aspects of land conservation transactions, including gifts of land or conservation restrictions, leveraged purchases or bargain sales, and limited development projects; work with other staff, committee members, board, and conservation partners to successfully complete conservation projects.
- Provide education regarding conservation options, including tax strategies that may benefit landowners considering land conservation.
- Manage all logistics of multi-party real estate transactions, contracts, and budgets - while maintaining detailed and accurate documentation.
- Participate in the fundraising necessary to complete conservation projects.
- Through outreach and trainings, share knowledge and best practices that will help SVT's allies to protect land locally.
- Work with other staff to ensure that all land conservation transactions are adequately documented, including written reports, database management, GIS maps, and other means.
- Attend SVT outreach and fundraising functions, as necessary.
- Seek opportunities to stay current and familiar with the current state-of-the-art legal, technical, and pragmatic best practices for conservation acquisitions of all kinds. Maintain working knowledge of current trends, developments and activities occurring in the local, state, and national conservation communities.

Qualifications:

Three or more years' experience in land conservation, planning, community organizing, or related field; a graduate degree in natural resource management, planning or a related field may be substituted for one year of experience.

- Excellent verbal and written communication skills and the ability to convey complex concepts to a lay audience.
- Experience managing complex, multi-faceted, multi-partner projects.
- Understanding of Massachusetts land conservation methods and planning tools.
- Working knowledge of GIS.
- Demonstrated commitment to a collaborative approach to solving problems.
- An ability to establish effective, close working relationships with a wide range of people and organizations.
- Proficiency with the Microsoft Office suite and databases.
- Personal qualities of integrity, credibility, and a commitment to and passion for land conservation.
- Ability and willingness to work some evenings and weekends to attend meetings and events, and to occasionally work in a variety of terrains and weather.
- Ability to work independently as well as with a team.
- Must embrace and participate in a small-office culture where everyone chips in to a great variety of tasks.
- Must be willing to perform other duties as assigned.

Location & Schedule: Hybrid: Home and 18 Wolbach Road, Sudbury, MA 01776

SVT prioritizes our staff well-being with flexible work schedules. Staff work in-office at least two days per week. In-office schedule will be coordinated with the direct supervisor and adjusted as needed. Evening and weekend work will be required as needed to perform job duties and support occasional events.

Additional Information

- Reports to Director of Conservation
- Full-time, exempt 37.5-hour/week position
- SVT prioritizes a supportive and friendly workplace.
- First review of applications is anonymized
- Human beings will review all applications. Robots and AI are not involved in our hiring process.

Compensation

- Full-time Salary Range: \$ 65,000 – 75,000
- Compensation may be negotiable for candidates with more extensive experience. Actual salary will reflect the level of experience and qualifications relative to the position requirements. SVT has established pay bands and equitable salary processes.
- Benefits
 - Medical, Dental and Vision plans
 - Flex Savings and an HRA plan
 - 401(k) plan with full vesting and matching from date of hire
 - Generous paid time off benefits including an 8-week sabbatical after 7 years of service and paid parental leave above state requirements

To Apply:

- Please email your resume, cover letter (describing why you are a good fit for the role), and two references to hr@svtweb.org.
- Emailed submissions should include the subject line: “**LP_[family/last name]**”.
- **Application Deadline is June 1st.** Screening interviews will be conducted prior to the deadline.

No phone calls, please. Specific questions (within reason) about the role that may inform your decision to apply may be emailed to hr@svtweb.org.

As an Equal Opportunity Employer, Sudbury Valley Trustees aims to create a thriving, inclusive workplace that values each member of our team and reflects and effectively serves the diverse communities of Boston’s Metrowest region. SVT is committed to fairness and equity throughout our internal operations. Equity and inclusion are priorities as we strengthen and continue to diversify our team so that we can serve and expand the region in all aspects of our work.