



REBUILD. RESTORE. RECONNECT.

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Position: Conservation Director

Summary Description

This fulltime (36 hour/week) position will lead a new conservation initiative to protect and enhance wildlife corridors in the Sky Islands region of southeastern Arizona and northern Sonora. The Conservation Director initiates, manages, and implements conservation projects, drawing on personal initiative, a network of collaborative organizations and a diverse skillset to bring new lands under conservation protection and management.

Reports to: Executive Director

Timing: Position open until filled, with first round of applicant review estimated in early August. Anticipated start date in October 2022.

Salary and Benefits: Salary/contract negotiable, based on experience. Employee benefits include full health, disability, and life insurance, PTO and paid holidays, monthly cell phone stipend, and employee contribution retirement account.

Geographic Location

This position is headquartered in Patagonia, AZ. The successful candidate will be required to take frequent trips to project sites in Arizona and Sonora but could be based in either.

Background

This position will focus on developing a regional conservation program to work toward the protection and enhancement of the wildlife corridor extending from the Huachuca/Patagonia and Santa Rita mountains in southern Arizona south into roughly the Sierra Azul – Sierra El Pinto region in Sonora. This is one of the most important wildlife corridors connecting the US and Mexican portions of the Sky Islands, a biodiversity hotspot home to many endemic, threatened, and endangered species. Yet threats, including climate change, development, extractive industry, and infrastructure fragmentation (border wall, highway expansion, etc.) continue to grow. Recognizing these threats, a coalition of organizations including the Borderlands Restoration Network, Wildlife Corridors LLC, the Biophilia Foundation and Nature and Culture International have joined together to secure funding for this position for a minimum of three years. The Conservation Director will be able to draw expertise, capacity and resources from these organizations to achieve objectives.

In addition to these funding organizations, the successful candidate would be expected to work closely with and in synergy with the other conservation organizations actively working in the region including, but not limited to, The Nature Conservancy, Cuenca Los Ojos, AZ Land and Water Trust, Sky Island Alliance, Naturalia and Wildlands Network.

Objectives

The primary goal of this position is to engage landowners in conservation and restoration activities, building on the foundation of existing protected areas to increase the connectivity and quality of the region's protected areas. Achieving this goal will require multiple actions, including but not necessarily limited to:

- Prioritizing areas and properties of greatest conservation concern.
- Developing a toolkit of options for landowners: including easements, *fideicomiso* agreements, government conservation programs, grant opportunities, voluntary conservation and restoration actions, improved land management practices technical assistance, and more
- Building relationships with conservation organizations, community and regional organizations, and landowners and land managers
- Communicating conservation and restoration values to diverse audiences

Duties and Responsibilities

1. Collaborative Leadership and Advocacy
 - a. Collaborate across and with multiple organizations to develop a cohesive strategy for corridor conservation efforts
 - b. Develop relationships with landowners, land managers and stakeholders
 - c. Build relationships with outside conservation organizations and individuals
2. Project Development
 - a. Develop community support for new projects or acquisitions
 - b. Prepare project proposals and communications including maps, site photos and site plans
 - c. Identify and seek funding for conservation projects
3. Project Implementation
 - a. Working with landowners, managers and other collaborating organizations through the process of land protection
 - b. Develop land management/restoration recommendations for landowners and managers
4. Other Duties
 - a. Assist with communicating and developing outreach materials
 - b. Deliver presentations to diverse audiences
 - c. Maintain strong working relationships with government officials, community leaders and other decision-makers to ensure ongoing support
 - d. Develop and execute a plan for evaluating all components within the scope of this position

Requisite Education and Experience

1. Five years' experience working with nonprofit and private stakeholders toward voluntary land protection
2. Master's degree in conservation biology or closely related field

Required Skills, Knowledge and Abilities

1. Experience leading conservation efforts including designing and implementing projects
2. Demonstrated commitment to protecting and enhancing wildlife connectivity
3. Ability to form and leverage networks to achieve goals
4. Strong written and oral communication skills in both English and Spanish language
5. Proficiency with Microsoft Office (Word, Excel, PowerPoint)
6. Ability to work collaboratively and independently
7. Possess a current passport, or the ability to obtain one
8. Knowledge of Sky Island habitats and ecosystems

Desired Skills, Knowledge and Abilities

1. Grant writing experience
2. Knowledge of a range of conservation tools, including conservation and cultural respect easements, *fideicomiso* agreements, contractual agreements, government incentive programs, land repatriation and voluntary conservation actions
3. Professional network in the Sky Islands region
4. Proficiency with GIS and other mapping software
5. Driver's license and personal vehicle for reimbursed travel expenses
6. Sonoran cultural fluency

Submit cover letter and resume to kvaughn@borderlandsrestoration.org. Note: the contact will be on leave between June-July and will only be sporadically available.

Borderlands Restoration Network works in the culturally diverse, multinational borderlands. We invite and support strong voices from diverse groups of people to join us as board members, staff members, and volunteers. As an organization, we will consider all applicants without regard to race, ethnicity, economic circumstances, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status. For more details on how we practice equity, inclusion, and justice in our work please click [here](#).