



TITLE: CONSERVATION LANDS MANAGER

REPORTS TO: CONSERVATION DIRECTOR

Full-Time, Exempt, Salaried, At Will

ORGANIZATIONAL OVERVIEW

Founded in 1985, Greater Lovell Land Trust (GLLT) is a 501(c)3 nonprofit conservation organization working to conserve land of ecological or community value, engage people with the landscape we live and work in, and build more resilient communities as the climate changes. GLLTs' geographic focus includes the Cold River, Kezar River, and Kezar Lake watersheds, where it has conserved nearly 10,000 acres across seven towns in southern Oxford County, Maine. Our land conservation/management work is paralleled by community engagement that annually reaches over 3,000 people of all ages through year-round public programming. All of this is augmented by close collaboration with community partners and neighboring land trusts which build towards regional impacts from the Sebago Lake Region to the White Mountains and beyond.

POSITION OVERVIEW

The Conservation Lands Manager will plan and implement management on 6,300 (and growing) acres of GLLT's fee-owned conservation lands. The role also supports the stewardship of 3,600 acres of conservation easement lands and other program functions as directed. The ideal candidate will have a strong background in forest resources and play a key role in implementing and advancing our Forestry for Resilience initiative, which is aimed at restoring and building resilient forests across western Maine. Approximately 60% of the time will be spent on general land management, while 40% will focus on forestry-related projects. Proportions may shift with the demands of priority projects and funding, particularly related to climate change initiatives on GLLT and the properties of neighboring land trusts.

The position reports to the Conservation Director, working closely with the Executive Director. The role requires the employee to work under minimal supervision, with an ability to meet tight deadlines and be reasonably flexible with work time, to include occasional evenings and weekends, particularly in the summer field season.

This is a full-time position (40 hours per week) with benefits, renewable upon mutual agreement and satisfactory performance, and contingent upon adequate funding.

JOB DESCRIPTION & QUALIFICATIONS

DESIRED QUALIFICATIONS:

- A bachelor's degree or related experience in forestry resources, conservation, or natural resource/land management

- A working understanding of Maine's forests and other biological and natural resources
- Experience in forest management, ecology, and land management
- Working knowledge/understanding of forestry operations
- Experience building trails and working with hand tools and machinery
- Working knowledge of mapping, including Google Earth, ESRI ArcGIS Pro, or similar software
- Experience with management plans or similar documents related to property management
- Comfortable working in outdoor settings year round, able to walk up to 5 miles through rough terrain and off-trail and ability to lift up to 50 pounds
- Motivated, outgoing with excellent verbal communication and writing skills
- Chainsaw certification, preferred
- A valid driver's license will also be required.

ESSENTIAL JOB FUNCTIONS

- Oversee the management of GLLT's woodlands for long-term conservation value, forest health, and climate resilience
- Prepare and implement general stewardship plans and forest management plans (working with a licensed forester), for existing owned lands
- Serve as the point of contact with university partner(s) for the maintenance and data collection at our long-term research sites
- Oversee the development of a community science-based monitoring to support the adaptive management of our Forestry for Resilience initiative
- Carry out annual maintenance and access improvements (such as trail maintenance and boundary marking) on the conservation areas owned by GLLT
- Help oversee GLLT's annual fee lands monitoring program to ensure that it meets Land Trust Alliance Accreditation standards and practice
- Assist Conservation Director and Executive Director in fulfilling due diligence requirements for new land projects
- Manage and work with stewardship volunteers, including GLLT's Lands & Stewardship Committee and weekly trail/maintenance crew.
- Assist in maintaining records, maps, and project files for all conserved lands in Landscape and other sites in accordance with LTA Accreditation standards
- Provide daily, on-the-ground supervision of GLLT's summer interns
- Offer outreach programs/technical assistance related to natural resource management
- Provide staff support for special events such as the GLLT's annual meeting

We are seeking a dynamic team member with initiative, creativity, and the ability to work with diverse people, with a positive attitude and a sense of humor. The ideal candidate will provide leadership for our forest management programs and land access improvements. They will possess excellent communication and project management skills, including time management, goal-setting, prioritization with demonstrated success managing multiple tasks concurrently. Interested applicants will also have the ability to work effectively with a small team, rigorous standards of discretion and confidentiality, and a willingness to "pitch in" when needed and assist in organizational development and administration.

Compensation The starting salary for the Conservation Lands Manager is \$55,000 per year. Other benefits include: 20 days of Paid Time Off (PTO) in the first year, 8 paid holidays, group health

insurance (80% employer paid), retirement match (3%) after one year, and mileage reimbursement at the standard Federal rate.

To Apply Please email a resume, cover letter and three professional references (all in PDF form) to Erika Rowland, Executive Director, at info@gllt.org. Add “Conservation Lands Manager ” to the subject line. Review of applications will begin on Monday, January 12, 2026. The position will remain open until filled. Please check <https://www.gllt.org/job-opportunities> for status updates.

Greater Lovell Land Trust is committed to cultivating a diverse staff that is representative of the communities in which we live and work. Applications from individuals having diverse backgrounds and life experiences are strongly encouraged. We are open to the possibility that a great candidate for this job may not precisely meet all of the above criteria. If you believe you’re the right person for this job and can persuasively make that case, we encourage you to apply.