



Walloon Lake Association and Conservancy (WLAC)

Director of Conservation Programs (Full-time)

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The mission of the Walloon Lake Association and Conservancy (WLAC) is to deliver Walloon Lake, a place where people and nature thrive to the next generation through the power of conservation. The WLAC is an oddity in the conservation community in that it is a hybrid of a lake association and land trust. We view our uniqueness as a strength. We are a non-profit (501C3), membership-based organization. We have a board of 13 Trustees, teammates that include 6 full-timers and 1 part-timer with the addition of 1-2 interns every summer and a seasonal trail crew. Through 9 Committees we are able to tackle lake and land issues; from boater safety, government relations, aquatic invasive species control to land conservation, preserve stewardship and public education. Additionally, the WLAC is a Land Trust Alliance Accredited as of 2022. The right person will see this extraordinary combination as a unique opportunity to protect the lake and land in one of the most beloved scenic areas in the country.

We: conserve and protect the “Gem of the North,” aka Walloon Lake and its watershed following best practices and standards. We are a small but mighty team that helps form lifelong connections between this amazing little piece of the world and the people who live, work and play in Walloon. Our board members and volunteers are the best humans on the planet. And our stakeholders like to bake us cookies.

You: love all things land and water. Your everyday vocabulary consists of terms like “undivided partial interests,” “environmental report: phase I,” “biotechnical erosion control” and “Phragmites.” You have the uncanny ability to make nature and science relevant and fun for anyone, of any age. You hold a lot of iron in your nose when you’re running solo out in the field, but you are also an accomplished people person.

Some perks...

- Pay is competitive and aligns with the latest Land Trust Alliance’s Salary Survey
- Health Reimbursement Arrangement (HRA Plan)
- 6% Annual Simple Employee Plan (SEP) Contribution
- Plenty of vacation and personal days
- Cell Phone/Internet Stipend
- Flexibility – off-season work from home arrangements combined with office hours
- Modern office space located in the heart of Walloon Lake Village (Oh! And we have some really great office chairs with up/down desk thingamabobs)
- Paid professional development
- Did we mention that we get to wake up every morning and protect the most beautiful lake in the world??

Starting Salary Band: \$55-62,500K/Annually

Position Summary:

The Director of Conservation Programs at the Walloon Lake Association and Conservancy (WLAC) holds a pivotal role in strategically leading, implementing and overseeing the organization's conservation efforts. This multifaceted position encompasses responsibilities in land protection, water preservation, stewardship, partnership collaboration, administration, and staff management. The Director plays a central role in guiding conservation projects, building relationships with stakeholders, ensuring compliance with standards, and advancing WLAC's mission of environmental protection and enhancement. Key responsibilities include:

Land Protection Program:

- Develops and implements a strategic conservation plan that aligns with WLAC's vision, identifying priority areas for land conservation.
- Initiates land protection projects, presents them to the Land Protection Committee, and engages with interested landowners.
- Manages due diligence, negotiation, acquisition process, and closing of new land protection projects.
- Maintains accurate records and files for all projects, ensuring adherence to Land Trust Alliance Standards & Practices.
- Identifies grant opportunities and participates in fundraising for land acquisition.
- Ensures professionalism in land conservation operations through policy development and adherence to standards.

Water Protection Program:

- Protects and restores lakes, rivers, streams, wetlands, and watersheds.
- Provides technical expertise to launch clean water projects in the service area.
- Manages water quality initiatives, including emerging issues like PFAS, and coordinates aquatic invasive species control.
- Leads water quality testing and translates data into impactful messaging and recommendations.
- Engages in Swimmer's Itch research and control programs.
- Educates stakeholders on nonpoint source pollution's impact on water quality.

Stewardship Program:

- Oversees stewardship staff, including monitoring preserves and conservation easements.
- Coordinates property management plans and activities, restoration efforts, and volunteer coordination.
- Builds relationships with neighboring property owners and maintains records for WLAC properties.
- Administers conservation easement concerns in collaboration with Executive Director.

Conservation Partnership Support:

- Establishes beneficial partnerships for conservation efforts, including agricultural and farmland protection.
- Participates in regional initiatives like Cooperative Invasive Species Management Area.
- Collaborates with service centers on partnership projects.

Administration and Staff Management:

- Supervises the Community Conservation Manager and Seasonal Stewardship Crew member/s.
- Leads Land Protection and Water Quality along with co-leading the Stewardship Committee with the Community Conservation Manager.
- Manages Conservation Programs budget, collaborates with Director of Finance.
- Contributes to organizational plans, strategies, and issue resolution.
- Provides program analysis and reporting to Executive Director and Board.
- Assists in creating promotional materials and ensuring legal compliance.