Lancaster Farmland Trust

125 Lancaster Avenue
Strasburg, PA 17579
PHONE: (717) 687-8484
EMAIL: info@lancft.org

Conservation Program Manager
Job Description

Status: Full-time, salaried, exempt
Salary Range: $65,000 to $70,000

The Conservation Program Manager develops, manages, and implements Lancaster Farmland Trust's ("LFT") agricultural conservation work, including the planning for, funding of, and implementation of agricultural conservation practices. The Conservation Program Manager also provides support to LFT's other principal program efforts including the acquisition and stewardship of conservation easements. The position affords opportunities for professional growth and project oversight.

Essential Duties:

The Conservation Program Manager is responsible for establishing relationships and being a liaison with a variety of stakeholders including farmers, funders, contractors, technical service providers, municipal officials, state and federal officials, and other conservation organizations, which result in advancement of agricultural conservation practices, better environmental stewardship, and water quality improvements. This position will require substantial time spent in the field with varying weather conditions and terrain and will require travel and occasional overnight stays outside of Lancaster County. They report to the Vice President of Land Protection and play a key role in the following ways:

Project and Grant Management

- Conceptualize & develop projects which further the objectives of LFT's conservation program.
- Administer and execute the programmatic outputs of grants and collaborate with staff on grant reports.
- Prepare contracts and bid documents for best management practice ("BMP") construction projects, as necessary.
- Coordinate with farmers, contractors, and other third parties to facilitate the successful completion of BMP construction projects.
- Coordinate with various partners regarding BMP documentation, reporting and verification requirements.

Outreach - Farmers

- Establish and maintain positive relationships with farmers resulting in greater awareness of the benefit of agricultural conservation practices.
- Function as a liaison with private and public organizations related to technical service and funding for these activities.
- Organize and oversee workshops, field days, and other educational opportunities.
- Develop outreach materials to promote LFT's conservation programs and soil and water conservation.

Technical Assistance

- Provide technical assistance and guidance to landowners to implement agricultural conservation practices that improve water quality and/or connect landowners to resources available to acquire necessary technical assistance.
- Work with farmers to connect them with technical service providers to develop and implement plans for their farms in accordance with LFT's conservation easement restrictions, along with Chapter 91 and 102, and Act 38 regulations.

Organizational Support

- Assist other departments with projects and events as required.
- Other duties as assigned by the Vice President of Land Protection and/or President and CEO.

Qualifications

- Possess a strong knowledge of the local agricultural industry and agricultural conservation practices and be philosophically committed to LFT's mission and vision.
- Prior experience working with members of the Plain Sect community is strongly preferred.
- Must understand and be able to communicate the application of agricultural erosion and sedimentation control measures, conservation and manure/nutrient management plans.
- Prior grant and project management experience is highly desirable.
- The Conservation Program Manager must be able to, or must quickly obtain the ability to, read and interpret conservation easements and other legal documents.
- Proficiency in Microsoft Office, cloud-based databases, and ArcGIS.
- Be efficient and capable of managing a large workload with numerous tasks and be extremely attentive to detail and accuracy.
- Excellent oral and written communication skills.
- Possess a valid driver's license.
- Ability to work outdoors in a variety of weather conditions in difficult terrain.
- Capable of working independently and as a member of a team.
- Brings significant energy and enthusiasm to the position.

Lancaster Farmland Trust offers competitive pay and a comprehensive benefits package including: health, dental and vision insurance; short & long term disability; retirement contribution; life insurance; generous time off; some remote work; and flexible hours.

It is LFT's policy to select, place, train and promote the best qualified individuals. We consider relevant factors such as work quality, attitude and experience, to provide equal employment opportunity for all employees in compliance with applicable local, state and federal laws and without regard to non-work related factors such as race, color, religion, sex, sexual orientation, gender, gender identity, gender expression, genetic predisposition, national origin, religion, creed, age, disability, citizenship, marital status or domestic partnership status, labor union membership, military or veteran status, or other non-job-related criteria.

Lancaster Farmland Trust was established in 1988 by local citizens concerned about the loss of farmland in Lancaster County. LFT mission is to: Vigorously accelerate the permanent protection and stewardship of farmland with a vision that our farms, soil, water, and roots are protected for all. Since its inception, LFT has protected more than 600 farms and over 37,000 acres of farmland – ranked #1 in Pennsylvania for farmland preservation.

Details at LancasterFarmlandTrust.org