

LANDOWNER OUTREACH AND STEWARDSHIP MANAGER FOR HILL COUNTRY ALLIANCE



Founded in 2005, the mission of the [Hill Country Alliance \(HCA\)](#) is to bring together a diverse coalition of partners to preserve the open spaces, starry night skies, clean and abundant waters, and unique character of the Texas Hill Country. HCA fulfills its mission through programs and activities across four key program areas: land, water, night sky, and community.

HCA's Land Program seeks to increase private land stewardship and permanent land conservation across the Texas Hill Country. Ninety-five percent of our region is privately owned, and there is great opportunity to work with willing private land partners to elevate sound stewardship practices. Thoughtful land stewardship provides rippling benefits, not only for the landowner, but for society and future generations. Good land stewardship may enhance water quality and quantity, mitigate floods and drought, support agricultural productivity, and improve wildlife habitat.

Permanent land conservation protects open spaces and scenic vistas, agricultural heritage, and wildlife habitat; these open spaces act as natural infrastructure to absorb rainfall through soil, supporting the aquifers as well as spring-fed creeks and rivers of the Hill Country. HCA's efforts to advance permanent land conservation will focus on creating a strong enabling environment that supports and enhances work by land trusts and other partners to permanently protect both private and public lands in the Hill Country.

PRIMARY RESPONSIBILITIES

This position reports to the Land Program Director of HCA and works in close coordination with the entire staff. Primary areas of emphasis include:

1. **Outreach & Education:** Working with HCA staff and partner organizations, plan workshops, potlucks, training, and other educational events for private landowners in the Hill Country. Events will focus on a variety of conservation themes, including: riparian stewardship, hillside erosion, invasive species management, soil health, in-stream flows, and cost-share programs available for private land stewardship. In addition to planning and hosting events, Manager will conduct community presentations and site visits with landowners.
2. **Coordination:** To enhance collaboration and scale on-the-ground impacts, convene quarterly meetings of several existing teams focused on watershed health, land conservation, and regenerative grazing. This coordination warrants creating and sustaining good working relationships with dozens of partner agencies and non-profit organizations, periodic contractor management, as well as supporting and holding partners accountable on collaborative projects. Ongoing collaborative projects include working with partners to scale public investments in land conservation.
3. **Communication:** Distribute seasonal newsletters to landowner groups that highlight stewardship resources, periodically develop new educational resources (e.g. videos, Issue Papers) for landowners, and work with HCA staff on a variety of storytelling projects to inspire regional stewardship.
4. **Fundraising & Administration:** Along with other programmatic staff, the Landowner Outreach & Stewardship Manager will play an active role in raising organization revenue through grant writing, grant management and reporting, event planning, and individual donor cultivation.

GENERAL REQUIREMENTS & PREFERRED EXPERTISE

- At least 4 years relevant work experience in nonprofit program management.
- Must be highly motivated, energetic, deadline-oriented and able to handle multiple priorities.
- Excellent interpersonal skills as well as verbal and written communications skills.
- Self-starter, lots of initiative and ability to work independently.
- Position includes regular lifting of objects up to 40lbs. and outdoor work.
- Availability to work occasional evenings and weekends.
- Proficiency in Microsoft office suite, database management.
- Must have a vehicle, valid driver's license, and willingness to travel throughout the 17-county Hill Country for daytrips and very occasional overnight trips.

BENEFITS

- Salary baseline \$55,000, negotiable commensurate with experience.
- The Hill Country Alliance values work-life balance and a family-friendly atmosphere. We have a flexible 40-hour workweek schedule that can be modified to meet staff needs. At times (approximately 5%) evening and weekend work will be necessary, time off may be taken to balance a 40-hour schedule.
- Staff typically works from the office about once per week and the rest of the time from home or in the field for meetings. During the pandemic, staff is working from home with monthly outdoor, socially distanced staff meetings.
- Two weeks paid vacation.
- 10 paid major holidays, plus the week between Christmas and New Years, paid time off.
- 6 weeks of paid, plus 6 weeks of optional unpaid, maternity/paternity leave
- Up to 3% contribution to retirement plan after 6 months' employment.
- Option of medical insurance or \$200/month stipend after 1-month employment.
- HCA offices located in Dripping Springs. Amazing Hill Country experiences and a network of support in the form of HCA Board of Directors, donors, and partner organizations.

APPLICATIONS:

Applications will be reviewed on a rolling basis. Target start date is mid June 2022.

Hill Country Alliance is proud to be an Affirmative Action and Equal Opportunity employer and we welcome applications from those who contribute to our diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, mental, or physical disability, age, sexual orientation, gender identity, national origin, familial status, veteran status, or genetic information. HCA is committed to providing access, equal opportunity, and reasonable accommodation for all individuals in employment practices, services, programs, and activities.

The requirements listed in our job descriptions are guidelines, not hard and fast rules. If you have 75% of the qualifications listed we encourage you to apply. Applying gives you the opportunity to be considered.

We are especially excited about increasing applications from people who understand the value of promoting diversity, equity and inclusion including people with disabilities, Black, Indigenous, people of color, and LGBTQ+.

Candidates should send their cover letter, resume, and three references to daniel@hillcountryalliance.org, with the following Subject Line: APPLICANT TO MANAGER POSITION.