



# PHEASANTS FOREVER & QUAIL FOREVER

## *The Habitat Organization*



### **JOB VACANCY ANNOUNCEMENT**

## **Habitat Protection Officer**

**Application Closing Date:** October 14, 2022

**Anticipated Start Date:** November 14, 2022

**Location:** Negotiable with preferred location in Minnesota, or in close proximity to Overland Park, KS.

#### **POSITION SUMMARY:**

The Pheasants Forever and Quail Forever (PF and QF) Habitat Protection Officer champions organizational permanent habitat protection efforts by providing fundraising leadership and capacity to the expansion of the organization's permanent habitat programs (E.g. Build A Wildlife Area®, conservation easements, and land gifts). The focus of this position is to provide leadership within the Development team, collaborate internally, and lead efforts with external stakeholders to strategically protect upland habitat following organizational protocols that sustain and grow populations of ring-neck pheasants, bobwhite quail, and other wildlife while providing public access where possible. The primary focus of the position will be to accelerate efforts to acquire fee-title and conservation easements in priority upland bird landscapes by leveraging the full strength of the organization and its constituents. As a member of the Development Team, the Officer will collaborate externally with volunteers, chapters, landowners, private sector funders, and internally with the Conservation Operations, Grant Accounting, Corporate Relations, Public Relations Teams to fund and advance permanent habitat protection.

#### **ESSENTIAL FUNCTIONS:**

The Officer develops relationships with key external and internal stakeholders, including willing sellers and donors, and follows PF and QF processes to promote permanent habitat protection, develop and implement a customer focused vision for the future, and enhance the suite of permanent protection product lines while helping negotiate the acquisition of fee-title and conservation easements. The Officer represents PF and QF in cooperative projects with government and other partners and, where appropriate, transfers land interests. The Officer participates in the development and execution of landscape level land protection plans that align with PF and QF's strategic plan as well as streamlining and building out protection protocols and process to achieve permanent habitat protection efficiently and effectively. Collaboration with landowners, internal team members, broad based constituency, federal, state, and local professionals, and others will be required of the Officer to further protection program efforts. The Officer implements a variety of conservation strategies and a full range of protection tools to achieve the PF and QF mission by acquiring legal interests in land.

#### **RESPONSIBILITIES and EXPECTATIONS:**

- Champion the development of programmatic approach to permanent protection within priority landscapes that will create lasting outcomes for upland birds.
- Accelerate organizational efforts to protect significant upland habitat within priority landscapes across the pheasant and quail range using the full range of protection tools while advancing innovative customer focused strategies.
- Collaborate with the Development team and Conservation Operations team to identify, develop, and coordinate private and public partnerships that protect, restore, and enhance wildlife habitat with an emphasis on increasing public access.
- Work in close coordination with the Permanent Habitat Protection Program Manager on all aspects of Build A Wildlife Area® and easement protection efforts.

- Coordinate with and assist state leadership teams and volunteers in growing the organization's permanent habitat protection footprint.
- Conduct outreach and cultivate relationships with priority landowners in priority landscapes.
- Negotiate complex and innovative solutions to protect upland habitat.
- Respond to upland habitat protection inquiries and represent PF and QF.
- Identify and refer potential donors/funders. Develop & submit proposals to support Build A Wildlife Area® and other habitat protection programs. (e.g. USDA funding, state funding, foundation requests, donor gift proposals).
- Review, evaluate, and update of the PF and QF policies and lead training modules for employees engaged in these permanent habitat protection activities.
- Work collaboratively with PF and QF contract specialists to assist team members in the procurement of services and contracts associated with real estate transactions.
- Ensure program compliance with internal policies and external requirements.
- Exercise proper financial management - meeting budgets, controlling costs, and recovering costs on cooperative transactions.
- Possess a proven self-starter track record and the ability to set and meet deadlines.
- Work collaboratively with the Director of Sustainability, Director of Corporate Relations, Director of Development, and Director of Grant Development to develop and/or steward relationships with donors/partners that share organizational priorities and values as related to sustainable wildlife habitat.
- Conducts site visits, as needed.
- Assume other duties and responsibilities as assigned. Some travel involved.

**MINIMUM QUALIFICATIONS:**

- A passion for Pheasants Forever and Quail Forever's mission, as well as knowledge and appreciation of conservation, hunting, and the outdoors.
- Proven track record of expanding land protection programs and advanced cross-functional leadership skills.
- BA/BS, law or business degree and 5 years' experience in natural resource management or related field, or equivalent combination of education and experience.
- Experience with real estate, land acquisition, donor relations, and conservation easements.
- Experience negotiating complex agreements and funding proposals.
- Experience with basic GIS skills.
- Experience using applications such as Microsoft Word, Excel, and Web Browsers.
- Project management experience, specifically in coordinating complex projects with many stakeholders.

**DESIRED QUALIFICATIONS:**

- Experience and political savvy in partnership development and funding relationships (community, government, non-profits, business, and a variety of funders and donors).
- Knowledge of ecological land management principles and current trends and practices in conservation, land management, and natural resource preservation is helpful.
- 5 or more years of related work experience in conservation, planning, real estate, or other related experience.
- Experience influencing, developing, and implementing conservation policy and plans.

**Starting Salary:** \$70,000 - \$85,000 per year + Health Benefits and Retirement Package

**To Apply:** Visit our Recruitment website at: [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs). Please combine your cover letter, resume and three references into a single Word document or PDF file before uploading to the "Resume" section of your application on our Recruitment website.

**For more information:** Contact Matt Holland, Pheasants Forever Director of Grant Development, at [mholland@pheasantsforever.org](mailto:mholland@pheasantsforever.org)

*Pheasants Forever, Inc is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.*