

# Mitigation Solutions, Project Developer (Remote Midwest USA)

Full Time

Arlington, VA, US

30+ days ago Requisition ID: 1096

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## Position Description

**TITLE:** Mitigation Solutions, Project Developer

**LINE OF BUSINESS/DIVISION:** Mitigation Solutions

**FLSA STATUS:** Exempt

**REPORTS TO:** Director, Mitigation Solutions

**NUMBER OF POSITIONS REPORTING TO THIS POSITION:** 0

**LOCATION:** Remote Midwest United States (prefer candidates residing in MI, IN, IL, IA, MN, or MO)

## POSITION SUMMARY

The Fund seeks to engage a Project Developer to assist the Mitigation Solutions Director and Mitigation Solutions Program Manager in implementing the Mitigation Solutions strategy and growing our national Mitigation Solutions Program. The Fund's Mitigation Solutions Program is focused on partnering with federal and state agencies and energy and infrastructure developers to provide meaningful conservation to offset the unavoidable impacts from construction and operation of energy and infrastructure projects across the United States.

The Project Developer is responsible for developing and maintaining existing relationships with agency and developer partners. The position works with The Conservation Fund's legal and real estate teams to move new mitigation projects through implementation to successful completion, while strengthening these existing relationships and encouraging recurring business.

Successful candidates will have a demonstrated understanding of the permitting and impact assessment processes that drive the need for voluntary and compensatory mitigation under the Endangered Species Act, the National Historic Preservation Act, the Clean Water Act, and the National Environmental Policy Act, as well as other relevant federal, state and local regulations and policies. The ideal candidate will

demonstrate successful project management efforts that take projects from the proposal stage through contracting and will have experience managing natural resources impact and/or mitigation projects in the energy and infrastructure sectors. The ideal candidate also will have pre-existing industry and agency relationships and a proven track record in electric transmission, renewables, oil and gas, and/or transportation sectors.

## **RESPONSIBILITIES & SCOPE**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

### Business Development (40%):

- Strategically identify and pursue new mitigation partners and opportunities.
- Work with the Mitigation Solutions Director, Mitigation Solutions Program Manager and Regional/State Directors to expand existing partner accounts and relationships.
- Develop, sustain, and grow The Conservation Fund's portfolio of developers, resource agencies and projects for which we provide mitigation.
- Lead and assist with business development efforts, including proposal development, technical presentations, participation in conferences held by industry trade groups, and meetings with project developers and resource agencies.
- Collaborate with Mitigation Solutions Director, Mitigation Solutions Program Manager and real estate staff in the Midwestern states to develop new mitigation approaches.

### Project Management/Implementation (40%):

- Present new project opportunities for internal review and approval consideration.
- Move projects from the proposal to implementation phase by: 1) facilitating the development of contracts or memoranda of agreement (MOAs) with the Fund's Legal staff; 2) provide interface between The Conservation Fund and mitigation partners (agencies and/or project developers) as contracts or MOAs are developed; and 3) support The Conservation Fund's real estate staff on mitigation project implementation as needed.
- Manage existing mitigation relationships and arrangements.
- Confirm mitigation projects are implemented and completed in accordance with contracts or MOAs.
- Serve as a subject matter expert for mitigation partners/clients.

### Strategic Thinking (20%):

- Monitor industry trends, remain current on regulations and policies that are the basis for the Mitigation Solutions Program, and work with the Mitigation Solutions Director and Mitigation Solutions Program Manager to adjust the Mitigation Solutions strategy in response to changes in market conditions.
- Identify new services and assist with updates to the Mitigation Solutions strategy to include new services.
- Collaborate with The Conservation Fund's real estate staff, Mitigation Solutions Director and Mitigation Solutions Program Manager to create innovative and effective mitigation solutions.

## **MINIMUM QUALIFICATIONS**

- BS/BA environmental science, natural resources management, or related field.
- 8+ years of direct experience working with energy/infrastructure developers and/or natural resource agencies.
- Demonstrated project management track record.
- Ability to cultivate and maintain relationships with industry and agency partners.
- Thorough knowledge and direct experience with the impact assessment and regulatory processes (e.g., National Environmental Policy Act, Endangered Species Act) that drive our Mitigation Solutions Program.
- Recognized technical expertise and established reputation in the energy/infrastructure industry and/or deep experience and relationships with relevant resource agencies.
- Demonstrated understanding of and experience with developing mitigation approaches for energy and/or infrastructure projects.
- Knowledge of federal, state, and local laws related to environmental permitting and mitigation.
- Project management experience- including maintaining schedules and budgets, writing reports, and collaborating with a team.
- Demonstrated experience giving presentations in front of live and virtual audiences.
- Commitment to the Fund's mission.
- Excellent interpersonal, oral, and written communication skills.

## **PHYSICAL DEMANDS**

- Prolonged periods of sitting at a desk and working on a computer.

## **WORK ENVIRONMENT**

- Work is performed primarily in office setting.
- Estimated travel – 30 %

## **COMPENSATION and BENEFITS**

The salary range for this position is \$85,000 - \$100,000, and the position is eligible for opportunities to earn performance-based bonus compensation. The Fund offers a highly competitive package of benefits including employer contributions for health care, paid holidays, vacation and personal/sick leave, retirement plan and more. Please note: Salary range provided is an estimate and will be evaluated on an individual basis, taking into consideration the candidate's knowledge, skills, abilities, experience, and education. The final salary offer will be determined accordingly.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Duties, responsibilities and activities may change or new ones may be assigned at any time, with or without notice.

**\*\*\*Please submit cover letter and resume with application\*\*\***

Apply at <https://www.conservationfund.org/careers>

To learn more about The Conservation Fund, visit <https://www.conservationfund.org>.

Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, The Conservation Fund encourages you to apply.

*The Conservation Fund, a nonprofit corporation, is an Equal Opportunity Employer that fully and actively supports equal access for all people regardless of Race, Color, Religion, Gender, Age, National Origin, Veteran Status, Disability, Genetic Information or Testing, Family and Medical Leave status, Sexual Orientation and Gender Identity or Expression. The Fund prohibits retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.*