



PHEASANTS FOREVER AND QUAIL FOREVER

The Habitat Organization

JOB VACANCY ANNOUNCEMENT



Permanent Habitat Protection Programs Manager

POSITION SUMMARY:

The Pheasants Forever and Quail Forever (PF and QF) Permanent Habitat Protection Programs Manager champions the delivery and expansion of the organization's permanent habitat protection strategies (fee-title acquisition and conservation easements). The primary focus of the position is to provide leadership within the PF and QF team to build strategy, plans, and facilitate a programmatic approach to implementation of permanent habitat protection. Hunter access to upland bird habitat and opportunity for mission focused outreach will also be a priority. The Manager will lead and coordinate the stewardship of conservation assets owned by PF and QF for mission purposes. As a member of the Conservation Operations Team, the Manager will work collaboratively with the Development and Corporate Relations teams to fund permanent protection projects.

ESSENTIAL FUNCTIONS:

- Provide leadership and expertise to the PF and QF team in the development and execution of permanent protection efforts that align with PF and QF's strategic plan.
- Work in close coordination with the Habitat Protection Officer on all aspects of *Build A Wildlife Area*® and conservation easements.
- Working within the state strategic planning process, support state and regional teams in identifying priority upland bird landscapes and permanent protection strategies that protect, and/or provide access to, critical upland bird habitat.
- Collaborate internally to identify willing sellers in target landscapes and assists team members in the acquisition process.
- Represent PF and QF in cooperative projects with federal, state, and local government partners.

RESPONSIBILITIES and EXPECTATIONS

- Accelerate organizational efforts to permanently protect upland habitat within priority landscapes across the pheasant and quail range.
- Lead and assist state teams through the process to complete permanent protection projects.
- Collaborate with Conservation Operations, Development and Corporate Relations teams to assist with the development of strategies and funding proposals to achieve our mission.
- Coordinate with agency (local, state, federal) partners to identify relevant funding, develop proposals, and secure long-term ownership of protected habitats.
- Team up with Government Affairs team and state leadership teams to advocate for permanent habitat protection policy at the State and Federal Levels.
- Work with state teams to coordinate the completion of due diligence process for real estate transactions and easement monitoring.
- Work collaboratively with PF and QF contract specialists to assist team members in the procurement of services and contracts associated with real estate transactions.
- Coordinate new conservation easement projects to ensure that the habitat values protected are consistent with organizational strategy and policy.
- Lead training modules for employees engaged in activities related to PF and QF Permanent Habitat Protection programs, policies and processes.
- 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 will be necessary.

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 and 5 years' experience in natural resource management, conservation, business, law or other related field, or equivalent combination of education and experience.
- Experience with real estate, land acquisition, and conservation easements.
- Experience negotiating complex agreements.
- Experience with basic GIS skills.
- Project management experience, specifically in coordinating complex projects with many stakeholders.

DESIRED QUALIFICATIONS

- Experience influencing, developing, and implementing conservation policy and plans.
- Knowledge of ecological land management principles and current trends and practices in conservation, land management, and natural resource preservation.
- 5 or more years of directly related work experience in permanent habitat protection strategies (fee-title and conservation easements).
- Partnership building experience with multiple stakeholder groups (community, government, non-profits, business).

Compensation and Location: Starting salary and benefits commensurate with experience and qualifications. Location is negotiable.

Application Closing Date: October 14, 2022

Anticipated Start Date: November 14, 2022

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

To Apply: Visit our Recruitment website at: www.pheasantsforever.org/jobs. Please combine your cover letter, resume and three references in a Word document or PDF file before uploading to the resume area of your application on our Recruitment website. For more information contact Aaron Kuehl, Director of Habitat Programs, akuehl@pheasantsforever.org.

Pheasants Forever and Quail Forever are 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.