



Conservation Manager

The Squam Lakes Association (SLA) (www.squamlakes.org) seeks a Conservation Manager for full-time, benefited employment. The Conservation Manager is responsible for maintaining the Squam Lakes Association's robust conservation efforts in the Squam Lakes Watershed. The manager is responsible for the implementation of the Watershed Plan, which will direct the management of SLA's aquatic and terrestrial invasive species management, water quality monitoring, grant management, and social conservation. The Conservation Manager accomplishes these conservation initiatives in collaboration with SLA staff, Lakes Region Conservation Corps AmeriCorps members, community volunteers, and partner organizations to fulfill the SLA's conservation mission to conserve the Squam Lakes and watershed.

Specific Responsibilities:

- Implement the 2019 Squam Lakes Watershed Plan:
 - Bolster SLA's traditional conservation work of invasive species management, water quality monitoring, and public outreach;
 - Identify and develop programs to address emerging and tenacious challenges like shoreline development, modern threats to water quality, restoration projects, climate change, and recreational over-use.
- Mentor and supervise the efforts of the Lakes Region Conservation Corps (LRCC)* AmeriCorps members as they apply to conservation programs and activities, developing and overseeing substantive projects and overseeing conservation field work.
- Maintain the successful variable milfoil eradication program, overseeing LRCC dive efforts, training and educating volunteers and user groups for monitoring shorelines, and directing LRCC members as they serve as lake stewards to monitor boat ramps and prevent the introduction of aquatic invasive species.
- Spearhead terrestrial invasive species removal and prevention by working with community volunteers and LRCC members.
- Coordinate water quality monitoring efforts with dedicated volunteer base throughout the year.
- Compile and interpret water quality data, working with partner organizations to analyze overall health of the lake.
- Represent SLA's conservation efforts to partner organizations and the public through creating an annual report card, organizing public meetings to address concerns, presenting at conferences, and maintaining communications about conservation programs.
- Ensure management and appreciation of volunteer programs related to water quality monitors, aquatic weed watchers, and loon chick watchers, in partnership with the Communications and Outreach Coordinator.
- Write and manage all conservation-based grants and cost-share agreements of the SLA, including making sure all deliverables are successfully completed, all budgets are tracked and followed, and all deadlines are met.

**The Lakes Region Conservation Corps (LRCC) AmeriCorps program is a residential AmeriCorps program based out of the SLA. The LRCC serve as the primary force working in the field to implement SLA's conservation, education, and access program. The SLA hosts 6-12 LRCC members annually.*

The Ideal Candidate:

The SLA seeks a Conservation Manager with a passion for conservation and the outdoors, and the drive to ensure the continued success and growth of the SLA’s conservation programs. They must be a collaborative, creative thinker with excellent communication skills and the enthusiasm and energy to deliver the highest level of environmental protection to the Squam Watershed.

Knowledge, Skills, and Abilities (must possess or be committed to learning):

- An understanding of watershed concepts and New Hampshire ecology
- A knowledge of environmental protection legislation
- Broad computer skills, especially spreadsheet and database tools
- Ability to apply statistics in data analysis
- Experience with invasive species control (terrestrial and aquatic)
- SCUBA and aquatic weed diver removal certification
- Knowledge of use, operation, and maintenance of scientific collection equipment and SCUBA equipment
- Powerboat driving experience, possession of a New Hampshire Commercial Boat License
- The ability to move, lift, carry, pull, or push objects that exceed 50lbs
- Ability to work with a broad constituency and professional group of diverse people
- Ability to delegate tasks to LRCC and volunteers
- Ability to educate and explain scientific concepts in a clear, relevant way to non-scientists
- Competency with writing communications for a variety of audiences and purposes, i.e. grants, press releases, scientific papers, educational materials, etc.

Education/Experience

- A history of progressively more complex duties in supervisory, mentoring, and applied conservation management experience, especially within a land trust, conservation or governmental land use, or similar organizational environments.
- This position is intended to be part of a career arc with increasing responsibility and ownership over the conservation programs of the SLA. The Conservation Manager will have advancement opportunity based on the success of the program, including advancement to the Director of Conservation.

General Administration

Salary	\$ 30,000-34,000
IRA	3% Match
Health	Comprehensive
Dental	Comprehensive
Life & long/short term disability insurance	Comprehensive
Paid Time Off	27 days, in addition to holidays
Paid Holidays	8 holidays, plus generous time off around winter holidays

Although not a complete list of days, staff are expected to be available for major events of the SLA including the Annual Meeting (first Saturday in August), the Ridge Race (generally last Sunday in September), Fall Work Day in mid-October, and Winterfest over Presidents’ Day weekend in February.

To Apply

Applications should include a letter of interest, a complete resume, two writing samples, and contact information for three references who can speak to your professional skills. Please send your application information in the form of a PDF to the attention of EB James by emailing jobs@squamlakes.org with “Conservation Manager” as the subject line. Applications will be reviewed as they are received. Position is open until filled.

The SLA is an equal opportunity employer. The SLA will not discriminate against employees or applicants for employment on any legally-recognized basis including, but not limited to: sex, race, color, religion, national heritage, physical or mental handicaps, or sexual preferences.

About the Squam Lakes Association (SLA)

The SLA is a 501 (c) 3 non-profit with a mission to conserve for public benefit the natural beauty, peaceful character, and resources of the watershed. In collaboration with local and state partners the SLA promotes the protection, careful use, and shared enjoyment of the lakes, mountains, forests, open spaces, and wildlife of the Squam Lakes region. Visit squamlakes.org for more information about the SLA.

