



Director of Conservation

The Squam Lakes Association (SLA) (www.squamlakes.org) seeks a Director of Conservation for full-time, benefited employment. The Director of Conservation (DOC) is responsible for maintaining the Squam Lakes Association's robust conservation efforts in the Squam Lakes Watershed. The DOC will work with the Executive Director to implement the comprehensive watershed plan launched in 2020 and supervise conservation program-specific efforts of the SLA Lakes Region Conservation Corps (LRCC). Some of these critical duties include invasive specie management, including overseeing milfoil diving and the Lake Host program, overseeing the implementation of the LakeSmart program, and direct communication with the constituents of the Squam Lakes Association. The Director of Conservation accomplishes these conservation initiatives in collaboration with SLA staff, Lakes Region Conservation Corps AmeriCorps members, community volunteers, partner organizations, and contractors to fulfill the SLA's conservation mission to conserve the Squam Lakes and watershed. The DOC is directly supervised by the Executive Director.

Specific Responsibilities:

The primary responsibility of the Director of Conservation is the implementation of the Squam Lakes Watershed Plan. Many of the responsibilities listed below are related to the implementation of the Watershed Plan.

- Work with the Executive Director to address modern threats to water quality including the major threats of cyanobacteria and invasive species and to discover and address impending threats and issues before their impact becomes consequential and irreversible.
- Work with the Executive Director to expand and leverage the SLA lab through academic, governmental, and non-profit partnerships to make it effective and efficient.
- 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.
- Implement large-scale projects related to shoreline restoration and stormwater/runoff management.
- Oversight of the SLA water quality lab.
- Oversight of invasive species removal and prevention using the Lakehost program, inter-departmental coordination (particularly in the case of terrestrial invasives on the trails), and the longstanding and highly successful milfoil eradication program carried out by community volunteers and the LRCC.
- 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 conservation field work.
- Compile and interpret water quality data while working with other organizations and businesses to gather and publicize information that gives a complete and accurate look at the overall health of the lakes and watershed.
- Oversee the Outreach and Communication Coordinator's management of water quality monitoring undertaken by volunteers and the LRCC.

**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. This program may be replaced, but the intent of the Corps will remain.*

- 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.
- Coordinate with partner groups to ensure the SLA has a conservation voice in activities that directly affect the mission and activities of the SLA on the Squam Lakes.
- Work with the Outreach and Communications Coordinator to identify volunteer needs across all conservation activities and ensure volunteers are trained and prepared. Primary conservation volunteer areas include water quality monitors, weed watchers, and Loon Chick Ambassadors.
- 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.
- General support activities for the Squam Lakes Association as they occur (special events, etc.)

The Ideal Candidate:

Has a passion for conservation and the outdoors, and the drive and organization to ensure the continued success and growth of the SLA's conservation programs and the implementation of the watershed plan. They must be a collaborative, creative thinker with excellent communication skills and with the enthusiasm and energy to deliver the highest level of environmental protection to the Squam watershed. They must be able to manage multiple simultaneously occurring projects and be able to work with a broad range of contractors, stakeholders, and staff. They must have a general ability to manage and drive forward the conservation efforts and ideals of the SLA from laboratory work to scuba diving, wildlife habitat, data management, and supervisory skills.

Knowledge, Skills, and Abilities:

- 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)
- Ability to work with a broad constituency and professional group of diverse people
- Ability to delegate tasks
- 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.

Must Possess or be Committed to Learning:

- 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

Education/Experience

- A Masters Degree in a related field (Biology, Fisheries, Forestry, Conservation Biology or similar) or equivalent professional 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.

General Administration

Salary Range	\$55-65,000
IRA	3% Match
Health	Comprehensive
Dental	Comprehensive
Life & long/short term disability insurance	Comprehensive
Paid Time Off	25 days including sick and personal days
Paid Holidays	Most Federal 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 (preferably one of the two should be geared towards communicating science to non-scientists), 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 "Director of Conservation" 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.