



Position Announcement

DIRECTOR OF LAND TRANSACTIONS

Would you like to help conserve iconic Coast redwoods in the Santa Cruz Mountains by purchasing forests – or using other real estate transactions like conservation easements – to protect them from development, degradation, and destruction? Are you experienced in complex land-based real estate transactions and the use of various conservation funding mechanisms to finance them? Are you interested in an important leadership role in a small but impactful organization with a long and storied history and a bright future? If you answer yes to all of these, consider joining Sempervirens Fund’s dynamic, collaborative, fun team. We are a group that is passionate about forests and dedicated to making them accessible to all.

ABOUT THE POSITION

The Director of Land Transactions provides the leadership, vision, and strategy for Sempervirens Fund’s real estate transactions, which are foundational to achieving our conservation goals. They are responsible for developing, managing, and executing a portfolio of real estate transactions that increase the pace and scale of redwood forest protection in the Santa Cruz Mountains. The Director uses the full range of non-profit land conservation tools, including fee and easement acquisition, purchase of timber rights, bargain sales, and land donations, in their work with willing sellers. They oversee the entire acquisition process including identification of properties, initial outreach, negotiation, due diligence, and eventual closing. They work closely with other Sempervirens Fund staff to develop and support the fundraising and financing strategies necessary to fund these transactions. Sempervirens Fund owns forest lands for extended periods during which we restore and safeguard their ecological health. The Director of Land Transactions also designs and implements the conveyance of these conservation properties to government agencies, like California State Parks, or other appropriate stewards.

The Director of Land Transactions leads a team of two staff (one full-time; one part-time), a consultant, and various external experts. This position operates in close partnership with other members of Sempervirens Fund’s conservation program to develop our comprehensive conservation strategy and set priorities for acquisition and protection. In addition, this position will collaborate closely with Sempervirens Fund’s government affairs, fundraising, marketing and communications, and finance teams. The position reports to the Executive Director, serves on the organization’s senior leadership team, and interacts regularly with our Board of Directors.

ABOUT SEMPERVIRENS FUND

The mission of Sempervirens Fund, a non-profit conservation organization, is to ensure Coast redwood forests in the Santa Cruz Mountains thrive for generations to come. In addition to protecting redwoods using real estate transactions, we own and steward over 12,000 acres of redwoods and associated habitats. We also promote forest management practices across the Santa Cruz Mountains to help redwood forests, and our surrounding communities, better withstand the impacts of climate change. We work to expand opportunities for inclusive public access so people from all backgrounds can enjoy these redwood forests. Over the organization’s 125-year history, we have protected over 36,000 acres; helped establish and expand five state parks and other protected areas; and created the beloved 32-mile Skyline to the Sea Trail.

We are committed to an organizational culture that is welcoming and inclusive. We seek a staff that is reflective of the diverse communities with which we work. We welcome candidates from all backgrounds to apply. Sempervirens Fund is an equal-opportunity employer.

MAJOR RESPONSIBILITIES

- Coordinate closely with Sempervirens Fund's other conservation staff to develop a conservation strategy and identify priority properties for protection.
- Develop and implement real estate strategies to acquire, or in other ways preserve, conservation lands and convey these properties to government agencies or other permanent stewards.
- Build and sustain relationships with private landowners, including the timber industry, to identify immediate transaction opportunities, cultivate long-term prospects, and maintain a pipeline of projects.
- Lead negotiations with landowners and other relevant stakeholders; oversee tasks necessary to process and close acquisition agreements.
- Coordinate and collaborate with other conservation organizations, governmental agencies, Indigenous partners, community leaders, and others working to protect land in the Santa Cruz Mountains.
- Lead our transactions team to ensure individual and team success; develop and oversee the program's budget and long-term plans.
- Engage the organization's stewardship team to evaluate long-term costs and land management needs for any property considered for protection.
- Collaborate with the organization's development team, grant writer, Chief Financial Officer, and Director of Government Relations to design and pursue public and funding strategies to support these transactions.
- Serve as a liaison to Sempervirens Fund's Board of Directors and Land and Stewardship Committee to ensure close communication with the organization's volunteer leadership.

DESIRED EXPERIENCE AND QUALIFICATIONS

The success of this position depends on the Director of Land Transactions having the technical expertise to complete complex transactions, the initiative and drive to create new opportunities, the interpersonal skills to build the required relationships and navigate sensitive negotiations, and the entrepreneurialism to find the funding and partners to close the deal.

- Minimum seven years of professional experience in land acquisition or easements, real estate law, finance, or appraisals, preferably with responsibility for the purchase of forests or other conservation lands.
- At least three years in a managerial or leadership level position in this field, involving strategy-setting and coordination of a team.
- Expertise in real estate transaction-based conservation tools and a solid understanding of land planning, real property and tax law, relevant public policies and incentives, and conservation funding opportunities.
- Demonstrated success leading negotiations resulting in complex agreements and closing real estate deals.
- History of strong relationships and the ability to work effectively with a wide range of internal and external stakeholders, including landowners, businesses, conservation organizations, and government officials.
- Creative, out-of-the-box thinker willing to innovate and experiment, strategic problem solver.
- Superior communications skills.
- Outstanding attention to detail; highly organized; able to adapt quickly to shifting priorities.
- Valid California driver's license.
- Computer proficiency, including Microsoft 365 Suite.
- Prolonged periods of standing, sitting, and ability to hike and drive across rugged terrains. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

| | |
|--|---|
| Position Title: | Director of Land Transactions |
| Reports to: | Executive Director |
| Location: | Sempervirens Fund's office is based in Mountain View, but we protect land throughout the Santa Cruz Mountains. Work remote from home or a Regus location. The position requires frequent time in the field and must be located within reasonable driving distance of the Santa Cruz Mountains. Some evening and weekend work expected. |
| Salary Range: | \$175,000 - \$225,000 |
| Position Classification | Full-time; Exempt |
| If this sounds like the right position for you: | <p>Please email a cover letter (including where you heard about the position) and resume (as a PDF file if possible) to opportunity@sempervirens.org with the subject line "Your Name – Director of Land Transactions".</p> <p>In your cover letter please describe the land transaction that is your proudest accomplishment, as well as the most difficult land transaction with which you have been involved.</p> <p>Priority given to applications submitted by April 4, 2025, but submissions accepted until the position is filled.</p> |

We Offer:

- A collaborative and supportive team environment
- A culture that emphasizes work-life balance
- Family-friendly policies
- Employer-paid medical, dental, vision, and life insurance for the employee
- Thirteen paid holidays per year
- Three weeks of vacation in the first year
- Twelve days of paid sick leave a year
- Employer retirement plan match of 6% of annual salary for the first five years and then 8% after that
- A remote-from-home work environment
- Access to Regus co-working spaces
- Cell phone and home internet stipend
- Professional development opportunities