



ANNOUNCEMENT OF POSITION OPENING 2025

Upper Peninsula Land Conservancy Seeks an Executive Director

The Board of Directors of the Upper Peninsula Land Conservancy announces that it is seeking candidates for the position of Executive Director.

Send resume and cover letter to:
search@uplandconservancy.org

The Executive Director provides strategic leadership and direction while working closely with staff and board to drive the organization's development and capacity building efforts. The Director manages day to day operations, and represents UPLC as the face of the organization.

UPLC invites people from all backgrounds and experiences to apply. A welcoming and inclusive workplace is something we prioritize. We collaborate, practice open communication, and value diversity as we work cooperatively to advance our mission.



Job Responsibilities & Opportunities

Responsibilities include leading and facilitating fund development, implementing UPLC's Strategic Plan, and prioritizing program activities to ensure UPLC functions within its capacity, while actively building the financial foundation needed to sustain and grow these programs for the future.

This is an exciting opportunity for a leader experienced in capacity building and organizational scaling to guide UPLC into its next phase of development as a local land trust. With capacity-building grant funds available, the Director will have the resources to implement strategic initiatives designed to strengthen our infrastructure, expand our land conservation programs, and enhance our community engagement efforts to make a lasting impact in the Upper Peninsula.





Mission

Protecting Land Today, for Life Tomorrow

The Upper Peninsula Land Conservancy promotes healthy ecosystems and communities by providing permanent legal protection and ecological management of conservation lands and by engaging the public in the protection and enjoyment of these lands.



Vision

The Upper Peninsula Land Conservancy envisions a future where residents and visitors enjoy clean waters, abundant wildlife, inspiring scenery, working lands, and a thriving economy. We see a future where our community values and supports UPLC as a vital institution that protects and contributes to the quality of life in Michigan's Upper Peninsula. We will be an integral link between a healthy ecosystem and a healthy community as we prepare the land for changes such as those due to global climate change and shifting demographics. The U.P. Land Conservancy will prepare for and meet these changes with a broad base of support and financial independence to fulfill the commitments we have made.



Purpose

The Upper Peninsula Land Conservancy is a 501 c3 non-profit land trust that has been working since 1999 to conserve and protect land across Michigan's Upper Peninsula. Since that time, we have expanded our reach, achieved nationally recognized through the Land Trust Alliance, and built our team of staff and supporters. UPLC currently protects 5,346 acres in the Upper Peninsula, managing 9 dedicated preserves, 25 experimental working forest reserves, and 26 conservation easements with private landowners and partnering organizations.



QUALITIES

**Self-Directed
Leader**

TITLE: Executive Director
REPORTS TO: Board of Directors

A person who is action oriented with the ability to work autonomously, take initiative, and can appropriately guide the use of the UPLC's resources while being open to learning the organization's history and role in the community.

**Mission-
Focused Fund
Developer**

A person who is dedicated to securing grants, fostering donor relationships, and diversifying revenue streams centered in the mission to ensure long-term sustainability

**Strategic
Thinker**

A person who envisions the long term future of the organization and can continually evaluate and optimize UPLC's organizational operations and programs, identifying areas for improvement and growth.

**Collaborative
Partner**

A person who values and engages with key stakeholders, including employees, volunteers, benefactors, and the community.

**Conservation
Committed**

A person who is motivated by UPLC's Mission and Vision, and understands the importance of their role in advancing conservation.

ROLES & RESPONSIBILITIES

- ⇒ Utilize capacity-building resources to strengthen organizational operations, driving strategic growth in conservation efforts.
- ⇒ Learn, coordinate, and achieve shared goals and strategies for the conservancy.
- ⇒ Provide progress reports and updates about key priority activities to the board, partners, and the public.

Leadership

- ⇒ Cultivate donor base while developing and growing sound financial capacity that supports the conservancy's mission.
- ⇒ Develop and track operating and project budgets commensurate with shared goals and strategies.

Fiscal Soundness

- ⇒ Hire, manage, and inspire staff and volunteers to collaboratively achieve the conservancy's goals and mission.
- ⇒ Optimize efficiency and resource utilization by effectively managing the organization's talent and interests.
- ⇒ Ensure adherence to Land Trust accreditation standards and practices

Management

- ⇒ Represent UPLC throughout the greater community of the Upper Peninsula through appearances, presentations, newsletters, various media, and personal relationships.
- ⇒ Communicate clearly with staff, board of directors, and the community.

Communication

SKILLS & EXPERIENCE



⇒ **Organizational Growth & Capacity Building** — Experience and enthusiasm for evaluating and implementing strategic initiatives with a track record of successful scaling of programs, staff, and operations.

⇒ **Fund Development Experience** — Demonstrated success in securing diverse funding sources, including grant proposals and management, donor relations, and long-term revenue planning

⇒ **Leadership Skills** — Ability to inspire and motivate a committed team of staff and board members while fostering a collaborative and positive organizational culture.



⇒ **Financial Management** — Familiarity with non-profit operations, including budgeting, financial oversight, and ensuring efficient use of resources.

⇒ **Communication & Public Relations** — Ability to build meaningful relationships with diverse audiences centered on UPLC's mission, using strong written and verbal communication skills. Must demonstrate confidence in public speaking and engaging in constructive conversations.

⇒ **Partnership Awareness**—Understanding of regional dynamics and connections among local partners, private and government organizations, and the public.

⇒ **Education** — Bachelor's degree or equivalent in a related field

Preferred:

⇒ **Conservation & Land Trust Experience**— Knowledge of land trust or conservation operations, including familiarity with current standards & practices in land protection.

Upper Peninsula Land Conservancy is an Equal Opportunity Employer.

UPLC encourages applicants from all backgrounds and life experiences. Throughout our hiring process, UPLC is committed to providing accommodations for applicants with disabilities. Please send an email to uplc@uplandconservancy.org with the subject line "Request for Accommodation" if you require assistance or an accommodation.