



CONSERVATION LANDS FOUNDATION

Position Title: Associate Program Director, New Mexico/Arizona (Exempt)

Position Location: Remote-based, residing in New Mexico or Arizona

This position reports to the Program Director located in Las Vegas, Nevada

WHO WE ARE:

The Conservation Lands Foundation (CLF) is a national non-profit organization headquartered in Durango, Colorado. Team members are based in various locations, including Alaska, California, Colorado, Idaho, Nevada, New Mexico, Oregon, Utah, and Washington, DC.

Established in 2007, CLF was founded on the belief that our public lands are best protected when a national network of local advocates is working to advance a shared conservation vision. CLF works hand-in-hand with 80+ grassroots groups - our Friends Grassroots Network - to protect the [National Conservation Lands](#), our nation's newest collection of premier lands and waters under the Bureau of Land Management (BLM)'s jurisdiction. These lands encompass 38 million acres and 8,700 miles of National Monuments and National Conservation Areas, Wilderness and Wilderness Study Areas, Wild and Scenic Rivers, and National Scenic and Historic Trails. National Conservation Lands are primarily located across the Western United States and Alaska.

Our mission is to protect, restore, and expand the National Conservation Lands through education, advocacy, and partnerships.

POSITION DESCRIPTION

The Associate Program Director will help advance the Conservation Lands Foundation (CLF) work to expand and engage the grassroots in support of public lands in Arizona and New Mexico. They work collaboratively with regional and statewide conservation organizations, Friends groups, partners from a blend of communities and constituencies, the Bureau of Land Management (BLM), and occasionally other federal and state agency staff to build and enhance support for the National Conservation Lands. The Associate Program Director is part of the Field Team and works collaboratively with CLF staff, reporting to CLF's Nevada-based Program Director.

This position is a tremendous opportunity for an individual to grow, strengthen, and support the work of CLF's Friends Grassroots Network in Arizona and New Mexico, as these groups and other constituencies defend, protect, expand, and restore the National Conservation Lands in the region.

The Associate Program Director will have a demonstrable interest or expertise in creating opportunities for others to develop and grow, a desire to work with people from a broad range of backgrounds and experiences, develop and execute legislative campaign strategies, and work on high-performance teams internally and externally. The candidate is committed to CLF's mission of advancing equity and justice in the environmental community, is able to take initiative, is willing to build strong relationships, demonstrates emotional intelligence, and has integrity.

OBJECTIVES AND RESPONSIBILITIES

Strengthen the Friends Grassroots Network

- Build relationships to support and grow the Friends Grassroots Network (FGN) and CLF's regional partnerships, improving effectiveness, advancing equity and inclusiveness among conservation community leaders, partners, and coalitions, and increase access to public lands.
- Support and guide the Friends Grassroots Network in achieving conservation goals for the National Conservation Lands in Arizona, New Mexico, and for the National Conservation Lands system through direct in-person support and administration and management of grants to Friends groups and local partners.
- In collaboration with our Friends Grassroots Engagement Associate Director, help build capacity and leadership among groups and individuals with mentoring and training opportunities.

Public Land Campaigns

- With the assistance of the Program Director, provide leadership, support, and strategic direction for proactive public lands campaigns, helping to secure the strongest and most inclusive possible conservation outcomes.
- In conjunction with the Program Director, collaborate with the Bureau of Land Management (BLM) and grassroots partners to ensure inclusive and sustainable conservation planning and management for the National Conservation Lands in Arizona and New Mexico.

Collaboration with CLF staff

- Develop, coordinate, and implement regional communications strategies in partnership with CLF's Communications Team, Program Directors, Grassroots Engagement Associate Director, and other internal and external partners to advance CLF's campaign priorities.
- Work with the Program Director on programmatic planning and budgeting.
- Collaborate with the Development Team on grant proposals and reports, individual donor outreach, and provide support to their fundraising initiatives.
- Engage and participate in team and organization-wide initiatives, including meetings, events, and the planning and execution of the Friends Grassroots Network Summit.
- Actively participate and support CLF's equity work to help ensure it becomes embedded and continues to evolve as an organization-wide priority and in the conservation community.

WHO YOU ARE:

The successful candidate is committed to the Conservation Lands Foundation's mission and advancing equity, inclusion, and justice within the organization and in the environmental movement.

Qualifications may include:

- Passionate about conserving public lands and enduring protections that benefit community health and vitality, ecosystems, biological diversity, and climate resilience.
- Exceptional relationship-building skills with an ability to work effectively with various internal and external partners.
- Commitment to the fundamental belief that change comes from communities, individuals and groups closest to the places and issues we care about.
- Experience with grassroots advocacy and building conservation campaigns, organizing practices and principles, and success with connecting, organizing, and mobilizing diverse communities.
- Ability to build trust and lasting relationships with a wide range of leaders, including community influencers, decision-makers, Tribal leaders and agency staff.
- Comfortable working remotely or in hybrid team-oriented environments, with the capacity to inspire cooperation among others.
- Lived experience with, or desire to learn from, Black, Indigenous, people of color, and partner groups.

- Sound judgment, discretion, high degree of emotional intelligence, and experience handling confidential information appropriately.
- Mission-driven and self-directed while possessing idealism, integrity, intellectual curiosity, a solution-oriented attitude, and a sense of humor.
- Experience with or desire and ability to learn BLM public lands policy.
- Proficient in Microsoft Office (Excel, Word, and PowerPoint) and Google Workspace
- Driving, frequent travel, temporary assignments, and extended work hours may be required. A valid driver's license is required.

Salary Range: \$60,000-\$70,000

To Apply: Send a Cover Letter and Resume in one PDF to associate-director@conservationlands.org by **February 12, 2026**.

While this position offers the flexibility of working remotely, we are looking for a team member who resides in New Mexico or Arizona to join our team.

Note: Research shows women and people of color often only apply when they meet 100% of qualifications. Please consider applying even if you do not have all of the qualifications noted above.

Benefits Overview: The Conservation Lands Foundation offers a competitive compensation package with an organizational culture that supports staff well-being and professional development. Benefits include generous vacation and sick time; 401(k) plan with employer contribution; health, dental, and vision insurance plan; health and dependent care; Flex Spending program or Health Savings Account; Life Insurance; and short and long-term disability insurance.

The Conservation Lands Foundation is an equal opportunity employer and does not discriminate based on race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. veteran. Reasonable accommodations will be made so that qualified disabled applicants may participate in the process. Please advise in writing at the time of application.

**This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Duties, responsibilities and activities may change or new ones may be assigned at any time with or without notice.*