



Position Title: Senior Program Director (Exempt)

Location: Remote (must reside in California)

This position reports to the Vice President of Field Conservation Programs

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 Senior Program Director is the driving force and strategic architect behind the Conservation Lands Foundation's constituency building and land protection efforts across the National Conservation Lands, with a primary focus in California. The Senior Program Director will collaborate with national and statewide conservation organizations, Friends groups, funders, CLF colleagues, and other partners to devise and lead protection strategies and activate grassroots efforts in support of National Conservation Lands campaigns across the state. In addition, the role will provide light, secondary support to Friends Grassroots Network organizations in Oregon/Washington, Montana, and Idaho as needed.

The Senior Program Director manages Associate Program Directors based in California and works closely with CLF's Policy Team to identify and engage in BLM policy initiatives impacting priority CLF landscapes in the state. This role takes opportunities to communicate and collaborate with key California congressional offices on issues affecting BLM public lands. This is a tremendous opportunity for a leader with management and campaign leadership experience to maximize and strengthen CLF's Friends Grassroots Network in California and the other states, build support that represents the region's diversity, and contribute to CLF's overall organizational success.

OBJECTIVES AND RESPONSIBILITIES

Support the Friends Grassroots Network:

- Through direct support, grantmaking, mentoring, and training, guide the California Friends Network and other partner groups to achieve conservation goals for the National Conservation Lands and other public lands managed by the BLM.
- Identify and pursue opportunities to build new diverse partnerships and identify potential new groups for the Friends Grassroots Network and priority campaigns.
- Connect Friends Network and partners to training, mentoring, and networking opportunities, including assisting with the planning and execution of CLF's Friends Summit and other gatherings.
- Provide light, secondary engagement with Friends groups in Oregon/Washington, Idaho, and Montana to support their public lands advocacy, growth, and engagement in CLF's national priority campaigns.

Protect, Defend, and Expand BLM's National Conservation Lands and other important BLM lands in California.

- In conjunction with Associate Program Directors and other CLF staff, coordinate partners and facilitate and/or lead coalitions in California that result in collaborative and cooperative efforts to defend the Antiquities Act, the National Conservation Lands, oppose mass public lands "sell-offs," and defend other tools or bedrock conservation laws.
- Develop, lead, and potentially execute proactive campaigns to expand or strengthen the management of the National Conservation Lands and BLM lands more broadly across California by providing strategic guidance, organizational support, and grants.
- Work with the BLM and Friends Network partners, as well as other regional and national partners, to push conservation planning and management of the National Conservation Lands and other CLF priority landscapes.
- Maintain and build relationships with diverse leaders, including community influencers, local and federal decision-makers, Tribal Nations and advocates, and other potential allies and champions for public lands.

Management

- Manage direct reports and provide the support that enables staff to carry out their responsibilities effectively.
- Lead strategic direction and oversight for CLF's California goals and, in conjunction with the Vice President of Conservation Field Programs, manage the program's grantmaking budget and occasional contractors.
- Provide mentorship, coaching, and opportunities for leadership and professional development; promote a strong team ethic, accountability, and resiliency; and create a space for fun & joy that leads to job satisfaction and retention.
- Co-create work plans, performance objectives, yearly goals, and support professional development with Associate Directors. Conduct weekly check-ins and performance evaluations.
- Lead with transparency, compassion, and accountability.

Collaboration with CLF staff

- Collaborate with the CLF Communications Team, the Vice President of Conservation Field Programs, and others to develop, coordinate, and implement regional communication strategies.
- Work with the Vice President of Conservation Field Programs and the Policy Team to establish campaign priorities and budget.

- Support the Development Team on grant proposals and reports, individual donor outreach, and support their fundraising initiatives.
- Participate in and support CLF-wide efforts, including staff meetings and retreats, the Friends Summit, board meetings, and budget planning, and serve as a resource to board members, donors, team members, partners, and other responsibilities as they arise.

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.
- Commitment to the fundamental belief that change comes from communities, individuals, and groups closest to the places and issues we care about.
- Demonstrate deep experience in grassroots advocacy and campaigning, with a strong understanding of organizing practices and principles, and a proven track record of effectively connecting with, organizing, and mobilizing diverse communities.
- Experience driving coalition strategy and cultivating high-trust, collaborative relationships across complex networks of partners and stakeholders, including community influencers, federal and local decision-makers, Tribal Nations and advocates, and agency staff.]
- Proficiency in or desire to learn BLM public lands policy.
- Proven track record in developing, leading, and executing successful campaigns, while possessing keen analytical, organizational, and problem-solving skills that support sound decision-making and lead to success.
- Comfortable working in a team-oriented and virtual environment, with a high capacity to inspire cooperation.
- Established leadership skills with the ability to drive impact through effectively managing staff, cultivating cooperation, open communication, and cross-functional collaboration. Ability to prioritize, adjust focus, and wear many hats in a fast-paced environment
- Experience handling confidential information appropriately
- Mission-driven and self-directed, possessing passion, idealism, integrity, intellectual curiosity, a positive attitude, high emotional intelligence, and a sense of humor.
- Driving, frequent travel, temporary assignments, and extended work hours may be required. A valid driver's license may be required.

Salary Range: \$80,000- \$100,000

To Apply: Send a Cover Letter and Resume in one PDF to senior_director@conservationlands.org by **January 21, 2026**.

While this position offers the flexibility of working remotely, we are looking for a team member based in California to join our team.

Please, no phone calls.

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; health and dependent care; Flexible Spending program or Health Savings Account; Life Insurance; and short- and long-term disability insurance.

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.

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.*