



JOB ANNOUNCEMENT: COMMUNITY ENGAGEMENT MANAGER

October 2025

The Monadnock Conservancy, a nonprofit conservation land trust serving the Monadnock region of southwestern New Hampshire, seeks qualified candidates for the full-time position of Community Engagement Manager to join a staff of twelve in our Keene, N.H. office. The Community Engagement Manager works alongside and under the leadership of the Development Director, and in coordination with all departments, performing duties to advance the community engagement goals to protect land, steward natural resources, and connect our community with the natural world.

Founded in 1989, the mission of the Monadnock Conservancy is to work with communities and landowners to conserve the natural resources, wild and working lands, rural character, and scenic beauty of the Monadnock region. We care for our conservation lands, and we engage people in ways that strengthen their communities and their connections to the land. We conserve forests, farms, wildlife habitats, trails, and waterways that define our region's unique rural character. As the first land trust in New Hampshire accredited by the Land Trust Accreditation Commission (in 2008), we have protected more than 23,000 acres and serve 39 towns. We also work with landowners and partners to educate and support the broader community of the Monadnock region.

Position Summary

The Community Engagement Manager is responsible for developing, managing, and evaluating mission aligned community education and engagement programs for all ages of the community. This position requires: strong attention to detail; knowledge of land conservation, natural resources stewardship, and natural history; and extensive communication with the public, landowners, partners, and funders. A successful applicant will have a proven track record of project management, community education, and fundraising achievement.

Specific responsibilities

- Proactively establishes and maintains community partnerships to cultivate a community-wide conservation ethic, create opportunities for education, and build connections between the community and the land.
- Researching and carrying out all phases of community engagement programming, from planning, partnership development, and stakeholder engagement through execution, follow-up, and evaluation. Partners include schools, non-profits, businesses, municipalities, affinity groups, and civic organizations.
- Project fundraising, including grant research, writing, budget development, and project management working with federal, state, and private funders.
- Planning, preparing, and delivering educational workshops and presentations to partners, colleagues, municipalities, volunteers, and lay audiences, including youth and adults.
- Planning and leading interpretive hikes and other outdoor events for funders, partners, and the general public, including adults and youth. Topics could include natural history, land management, outdoor skills, environmental and ecological education, etc.

- Cultivating new donors by working to increase visibility of the organization and broaden the base of annual giving support.
- Build relationships with and deepen connections with local businesses, civic groups, and community partners to secure financial support through collaborative grant-funded projects, sponsorships, and individual donations.
- Supports fundraising activities and event planning and execution.
- Coordinating with local experts, technical assistance providers, partners, and educators on program delivery.
- Ensure our programming reaches new populations, including marginalized communities, to ensure their voices are included in land conservation efforts in our region. Build authentic relationships with groups that have traditionally been excluded or underserved including BIPOC, low income, LGBTQ, and people of different physical abilities.
- Volunteer recruitment and management to support land conservation, stewardship, land management, and education goals.
- Representing the organization at community events through presentations and tabling opportunities as well as on local boards and coalitions focused on conservation, working lands, or other related topics, as opportunities arise.
- Performs special projects, interdepartmental collaborations, and other duties as required or directed by supervisor.

Minimum qualifications

- 2-5 years prior experience in community education and project management
- Ability to handle multiple projects and program responsibilities simultaneously
- Excellent oral and written communications skills; ability to explain complicated concepts to a variety of audiences
- Resourcefulness, self-motivation, and ability to work both independently and collaboratively
- Creative thinker with strong implementation skills
- Excellent interpersonal skills and the ability to work productively and respectfully with co-workers, landowners, volunteers, partner organizations and other stakeholders
- Appreciation for the importance of diverse community engagement and broad public support in successful land conservation and stewardship efforts
- Open, critical, and humble mind; respect for opposing viewpoints
- Confidence with building new relationships
- Customer service skills, tact, and professionalism
- Personal passion for land conservation, natural resources stewardship, and building connections to nature; and the importance of these efforts to human quality of life
- Patience, positive attitude, and sense of humor
- Compassionate and trustworthy demeanor
- Physical ability to hike across rough terrain and interest in leading groups in the outdoors

- Proficiency in Microsoft Office, the Windows operating system, Google Suite, and Adobe Acrobat
- Valid driver's license and reliable personal vehicle for work use

Desired qualifications

- Experience as an educator outdoors and in other non-traditional settings
- Strong understanding of New England's landscape, biota, natural history, and ecology
- Broad-based knowledge related to working lands (agriculture & forestry).
- Familiarity with people, organizations, and communities in New Hampshire and/or the Monadnock region
- Record of successful fundraising and grant writing

Working conditions and physical requirements

Work will be based out of the dog-friendly Monadnock Conservancy office in Keene, with some days in the field offering community education, land stewardship, and recreation opportunities to the community. A hybrid work schedule is acceptable, but some in-office attendance is mandatory. Occasional coverage of evening and weekend events and meetings is required (average 4 days per month).

Compensation

This position is full-time and salaried. Compensation range is \$52,500-\$57,500/year, commensurate with experience. Benefits include paid medical and vacation leave, paid holidays, paid sabbatical eligibility, group health insurance (including dependents), flexible spending account, 403(b) retirement plan eligibility with employer match, and employer-paid term life and disability insurance. This position is grant funded and secured for 5 years with opportunity for extension.

Equal Employment Opportunity

The Monadnock Conservancy is an Equal Opportunity Employer. All decisions to recruit, hire, promote, and release from employment are made without regard to race, color, religion, national origin, sex, sexual orientation, age, marital status, physical or mental disability, veteran status, or other status protected by law.

The Monadnock Conservancy recognizes and honors diverse cultures and traditions. It proactively seeks employees for all aspects of its work from varied backgrounds for the greater enrichment of the organization. It is the goal of the Conservancy to have employees, supporters, volunteers, and a board of trustees that reflect the diversity of race, ethnicity, and other demographics in our service area, and for Conservancy programs to encourage involvement of groups that are historically underrepresented in land conservation.

To apply

Applications will be reviewed starting November 17, 2025. The position will be open until filled. Please send a resume, cover letter, and three professional references via email to CEMsearch@MonadnockConservancy.org with the subject line "Community Engagement Manager job opening". Questions will be accepted at this email address.