

Job Announcement

Land Protection Specialist (full-time, in-person)
Compensation: $45,000 to $55,000 + Benefits
Priority will be given to applications received on or before January 15, 2026.
Position open until filled.

OUR MISSION

The mission of the Little Traverse Conservancy is to protect the natural diversity and beauty of northern Michigan by preserving significant land and scenic areas and fostering appreciation and understanding of the environment.

We are a nonprofit 501(c)(3), membership based organization with over 50 years of success in achieving our mission.

OUR IMPACT

- Five-County Service Area
- 84,000+ Acres Protected
- 200+ Miles of Water Frontage
- 125+ Miles of Trails
- 175,000 Students in LTC Education Programs since 1986
- 4,500 Members
- 400 Volunteers

WHAT WE DO

Since 1972, Little Traverse Conservancy has been protecting land in northern Michigan. We recognize that the natural beauty of this area is important—for people to enjoy and for natural communities to continue to thrive.

By 2028, Little Traverse Conservancy will grow our region's appreciation for and participation in preserving the natural landscape that supports thriving northern Michigan communities by accelerating land preservation and directly connecting people to nature. We will become a robust organization with right sized infrastructure, staff, and financial resources to accelerate our impact and grow our reach, relationships, and presence across our five-county service area.

By 2045, the Little Traverse Conservancy will make northern Michigan a national model for thriving and resilient natural landscapes that enrich communities, economies, and quality of life for all within our five-county service area. We will be recognized as a leader and an invaluable community resource for growing a shared appreciation for nature and connecting all to opportunities to conserve and enjoy the beauty of northern Michigan every day.

Protect What Connects Us

231.347.0991 | www.landtrust.org | ltc@landtrust.org
3264 Powell Road, Harbor Springs, MI 49740

POSITION SUMMARY

The Land Protection Specialist works under the Liesel Litzenburger Meijer Land Protection Director to support land protection projects and initiatives. This role requires an organized, motivated professional who enjoys working with people, getting outside, and facilitating complex land protection transactions.



There is no single way to protect land. Our land protection team works with people to find what works for them. This means collaborating with a variety of stakeholders, hearing their story, and understanding their goals. We get to know the members of our communities and see land protected by working together.

For the ideal candidate, your work is an extension of your passion for LTC's mission, knowing that it benefits your community and our shared environment. In one day you may be negotiating a purchase contract, drafting a conservation easement, and getting your boots on the ground on a property to assess its conservation potential.

RESPONSIBILITIES

- Meet with landowners to discuss land protection options and conservation goals.
- Negotiate land and conservation easement gifts and purchases, as approved by the Land Protection Committee and Board of Trustees.
- Collaborate with local, state, and federal agencies and community steering committees to advance conservation priorities.
- Evaluate properties for land protection eligibility and develop strategies for high-priority areas and conservation initiatives.
- Draft conservation easements and prepare Baseline Documentation Reports.
- Coordinate appraisals, title searches, Phase I environmental reviews, and other real estate processes in accordance with established procedures.
- Maintain records for active and completed projects and coordinate project transfers to Stewardship.
- Collaborate with LTC Development and Finance team on project funding, transactions, purchase agreement terms, and more.
- Assist our Stewardship Department with legal and real estate matters including access agreements, working forest reserves, trail easements, and related needs.

QUALIFICATIONS (RECOMMENDED)

- Strong interpersonal skills; friendly, collaborative, self-motivated, and comfortable working with landowners and stakeholders.
- Working knowledge of the legal, financial, scientific, and practical aspects of land conservation.
- Knowledge of natural resources and conservation; degree in natural resources, environmental studies, law, or a related field preferred.
- Genuine commitment to land conservation and the ability to balance landowner needs with organizational conservation goals.
- Strong organizational and attention-to-detail skills, particularly with confidential and complex projects.
- GIS mapping skills or willingness to learn.
- Drone operating skills (Part 107 license) or willingness to obtain your license.
- Comfortable independently visiting remote properties.



COMPENSATION & BENEFITS

Salary: $45,000 – $55,000 annually, commensurate with experience. Non-exempt salaried position; overtime paid as applicable.
Paid Time Off: 20 days of vacation and 10 days of sick time per year
Health Insurance: Employer sponsored BlueCross PPO or HSA plan
Retirement: 403(b) retirement plan with employer matching contributions and an end-of-year employer contribution, both scaled with tenure in the role.
Work Environment: Healthy, motivated, and mission-driven atmosphere. Diverse responsibilities and the opportunity to work outdoors.

TO APPLY

Send your cover letter and resume to caitlin@landtrust.org with the subject line "Little Traverse Conservancy Land Protection Specialist". Priority will be given to those who apply on or before January 15, 2027. Position is open until filled.

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