

JOB POSTING: PROGRAM DIRECTOR

Clean Water and Land Conservation

POSITION SUMMARY

The Virginia Conservation Network (VCN) seeks a committed and motivated individual to lead its clean water and land conservation program. This position will work with VCN's 160+ Network Partners to improve coordination among allies, develop strategic advocacy campaigns, and advance policy amongst a diverse set of issues including, but not limited to, Chesapeake Bay restoration, climate resilience, water usage and water quality, land conservation, wildlife protection, plastic pollution, equitable access to the outdoors, and more. The role focuses on:

Strategic Campaign Facilitation & Partner Engagement

- Facilitating VCN's Clean Water and Land Conservation workgroups and associated campaign teams, such as tree canopy, plastics, flood resilience, and others. This includes working with partners to write agendas, set up logistics, and run regular virtual and in-person meetings;
- Coordinating Network Partners through the annual Our Common Agenda process to identify shared policy objectives through the creation of VCN's Environmental Briefing Book;
- Coordinating partners in the development of issue-based campaigns to educate the public and policymakers;
- Building authentic relationships with VCN partner organizations to understand and lift up their priorities, empowering them to take on leadership within VCN;
- Communicating and coordinating with non-partner strategic allies with shared priorities.

Policy Coordination, Education & Advocacy

- Tracking state policy changes by participating and engaging in state agency decision-making and working groups;
- Acting as VCN's lead advocate in the General Assembly, building on clean water and land conservation issues;
- Supporting VCN's Legislative Committee by tracking legislation and communicating legislative actions to partners as relevant;
- Developing and maintaining strong relationships with policymakers year-round, including state elected officials, state agency staff, and Administration leadership;
- Organizing and providing a driving force behind campaign implementation, including penning opinion editorials, speaking on panels, and providing educational briefings.

Organizational Building & Management

- Overseeing Our Virginia Outdoors, a fiscally sponsored coalition project of VCN, and managing the coalition's part-time Coordinator;

- Acting as Coalition Lead for Choose Clean Water Coalition;
- Overseeing a fellow through VCN's paid summer fellowship program;
- Working towards VCN's shared organizational goals around diversity, equity, inclusion, and justice;
- Building relationships and communicating successes, opportunities, and challenges with key VCN funders, the board of directors, and other organizational VIPs;
- Supporting the VCN outreach team to ensure the successful execution of keystone events, including VCN's Annual Meeting & Partner Retreat, Conservation Lobby Day, and the General Assembly Preview;
- Being a vocal advocate and spokesperson for Virginia's environment, for VCN, and its Network Partners.

QUALIFICATIONS

Candidates should come with at least 8 - 10 years of experience in non-profit, advocacy, and / or public policy experience. Candidates should have a commitment to conservation and the environment, as well as working collaboratively and growing the voice of the environmental community. VCN is looking for candidates with experience in leading the strategy and the execution for advocacy, grassroots organizing, campaigning, and/or community outreach on issues such as clean water, recurrent flooding, climate change, conservation, wildlife, public health, and/or social justice. Candidates must bring humility and emotional intelligence to their work and an excitement in building relationships with partners within the environmental community.

Candidates should have a proven track record of bringing a diverse set of individuals together through coalition coordination, multi-stakeholder facilitation, and/or strategic campaign development. Additionally, candidates should have experience building relationships with policymakers and/or government staff at the local, state, or federal level. We're looking for candidates with the experience and commitment to work with individuals with different racial, ethnic, socio-economic, and religious backgrounds. Candidates must be committed to VCN's goals around diversity, equity, inclusion, and justice.

Management and/or fundraising experience preferred.

Diversity of experience and skills combined with passion is key to innovation and a culture of excellence. If you meet more than 75% of the qualifications of this description and are excited about the role, we support your application and encourage you to apply.

DETAILS

This is a full-time, salaried position based in Richmond, Virginia. The position reports to VCN's Executive Director and is viewed as a leadership position within the broader environmental movement in Virginia. The position requires working outside of the typical business days a few times a month and regularly when the General Assembly is in session. This position includes travel throughout the state, on average, 2 - 5 days a month for partner meetings, conferences, and retreats. A driver's license is required, but owning a car is not. VCN offers a hybrid work

option outside of the General Assembly session. Hybrid work requires high-speed internet capable of video meetings.

COMPENSATION AND BENEFITS

The salary range for this position is \$75,000 - \$80,000 based on relevant experience. In addition, VCN offers a competitive salary and benefits package, which includes:

- Paid time off every year: 4 weeks (20 days) of vacation, 5 sick and wellness days for physical and mental health, 14 paid holidays.
- Employer contribution of 100% of monthly premium cost towards a healthcare plan for employees, including dental and vision coverage (50% for spouses, domestic partners & dependents).
- 4% employer match towards a 503b retirement savings account
- 12 weeks of paid parental leave for the birth or adoption of a child
- Commuter benefit of up to \$150 / month, which can either be used towards a parking spot downtown, reimbursement towards driving / daily parking, and/or green commuter credits for walking / biking / or bussing into the office.
- \$50 monthly cell phone reimbursement

In addition, staff are given a yearly allotment towards professional development and participate in an annual staff retreat to a different scenic region of the state each year.

ABOUT VIRGINIA CONSERVATION NETWORK

Virginia Conservation Network (VCN) is the network of 160+ partner organizations across the Commonwealth committed to building a powerful, diverse, and highly coordinated conservation movement. VCN works on a wide range of issues, including fighting climate change; restoring the health of the Chesapeake Bay; creating access to parks, trails, and walkable/bikeable communities; ensuring environmental justice for all; and more.

We drive meaningful, mission-driven environmental change across Virginia. We cultivate an equitable, people-centered movement grounded in collaboration, respect, and trust. We know that people bring their whole lives to work, so we show up with care, follow through on commitments, ask for help, offer support, and celebrate our wins along the way.

Our team operates under these shared values:

- Collaboration & Partnership
- Mission-Driven Impact
- People-Centered Culture
- Joy, Celebration & Gratitude
- Structure with Equity
- Accountability & Integrity

The VCN team includes eight staff members based in Richmond, Virginia. Each staff member works both independently and as part of the team. As a staff, we prioritize meeting in person

throughout the year for planning meetings and an annual retreat. Our team meetings and retreat include diving into policy and organizational projects as well as getting outdoors together. Outings have included tree planting, rafting down the James River, and visiting state parks. During the General Assembly, VCN's Richmond office serves as a hub for the environmental community.

VCN is committed to building a more equitable and diverse organization and Network. VCN's staff works collaboratively to update and implement an annual Diversity, Equity, Inclusion, and Justice (DEIJ) work plan.

We are proud to be an equal-opportunity employer. It is the policy of Virginia Conservation Network to consider all candidates equally without regard to age, race, gender, religion, sexual orientation, national origin, disability, or other non-merit factors.

TO APPLY

Submit your application through [this online form](#) by August 7th, 2025.

HIRING TIMELINE

- **Application Deadline: August 7, 2025**
- Interviews: Held throughout August
- Final Offer Issues By: Early September
- Target Start Date: October 1, 2025