



GROUNDSWELL
CONSERVANCY

Land Protection Manager

Who We Are

Groundswell Conservancy's mission is to protect special places, forever. We're a nationally accredited nonprofit conservation organization based in Madison, Wisconsin. We serve Dane County and the surrounding region of south-central Wisconsin. Since 1983, we have permanently protected nearly 15,000 acres of important land and water. We want everyone to live in a world filled with green places where communities thrive. We believe that land is essential for people's physical, emotional, and spiritual wellness. We strive to be an anti-racist organization that shares power and decision-making with groups and individuals who reflect our diverse community. Learn more about us at groundswellconservancy.org.

What You'll Do

The Land Protection Manager will play a direct role in Groundswell's mission, assuming ownership over a portfolio of conservation transaction projects, and conducting negotiations and due diligence to protect land. You'll build and maintain important relationships with landowners, agency partners, and Groundswell supporters that are the keys to our success. You'll be responsible for all aspects of conservation transactions, including: 1) leading project evaluation and approval; 2) creating and interpreting maps; 3) hiring for and reviewing environmental site assessments, surveys, and title commitments; 4) securing grant funding; and 5) maintaining essential records. The Land Protection Manager works as part of the land protection team under the guidance of the Senior Director of Conservation.

Primary Responsibilities

Land Protection (100%)

- Implement Groundswell's tools and strategies to protect key lands and waters
- Coordinate real estate closings, land donations, and transfers of land to suitable partners
- Confer with partners on project feasibility and execution
- Manage project budgets
- Contract and negotiate with vendors
- Collaborate with government agencies, and prepare public grant and reimbursement applications to support projects

- Prepare and present project proposals for approval by Groundswell committees and the board of directors
- Ensure compliance with internal policies and accreditation standards
- Track project progress in Landscape (our projects database) and Little Green Light (our donor database)
- Build and maintain trusted relationships, and negotiate complex agreements with landowners, agencies, and organizational partners
- Work with legal counsel to develop land protection documents and resolve acquisition issues
- May work in variable weather conditions, at remote locations, on difficult and hazardous terrain, and under physically demanding circumstances

The above list is intended to describe the general nature and level of work being performed by the person in this position. It is not intended to be an exhaustive list of all responsibilities and duties required of this position.

Who You Are

- A self-starter who is organized, dependable, and experienced with managing multiple complex tasks and deadlines
- Experienced making maps with ESRI ArcGIS products, especially Pro and Online
- Familiar with fee simple and conservation easement real estate transactions
- A patient relationship builder and good listener
- Comfortable with and excited about representing and promoting the goals, mission, and vision of Groundswell Conservancy
- A flexible team player who enjoys working with others
- A clear and friendly communicator in English
- Possess a valid driver's license and a reliable vehicle

General office and computer skills are required, including working knowledge of the Microsoft Office Suite (particularly Word, Excel, and PowerPoint), Google Workspace, and Adobe Acrobat.

Experience working with Landscape land conservation software is preferred.

We know there are great candidates who may not check all these boxes. We also know you might bring important skills that we haven't considered. If this describes you, don't hesitate to apply and tell us about yourself.

Salary and Benefits

This is a full-time (40 hours/week) position. The salary is \$64,000 annually. Benefits include:

- Health insurance through Quartz (Groundswell covers 75% of the monthly premium for the employee, not family).
- Dental insurance through Delta Dental (Groundswell covers 90% of the monthly premium for the employee, not family)
- 12 paid holidays per year plus 3 days paid personal time per year
- Annual leave starting at a minimum of 10 days per year
- Paid sick leave accrued at the rate of 8 hours per month
- Simple IRA retirement (Groundswell matches up to 3% of the employee's voluntary contribution)
- Free parking. Our office is conveniently located on the Capitol City Bike Trail

Groundswell prides itself on being a supportive, collaborative, and flexible work environment. We are an Equal Opportunity Employer and seek to employ staff members that represent the diversity of the Dane County community.

Work Schedule and Location

This work occurs primarily during regular business hours. We offer flexible working hours, with occasional evening or weekend work related to meeting with landowners and attending evening meetings with partner organizations, agencies, municipalities, and other groups. This position allows for some remote work.

Our office is located at 211 S. Paterson Street, Suite 250, Madison, WI 53703.

To Apply

Please email a resume and cover letter to admin@groundswellconservancy.org. Please include "Land Protection Manager Application" in the subject line.

The hiring team will begin reviewing applications in mid-April 2026.