

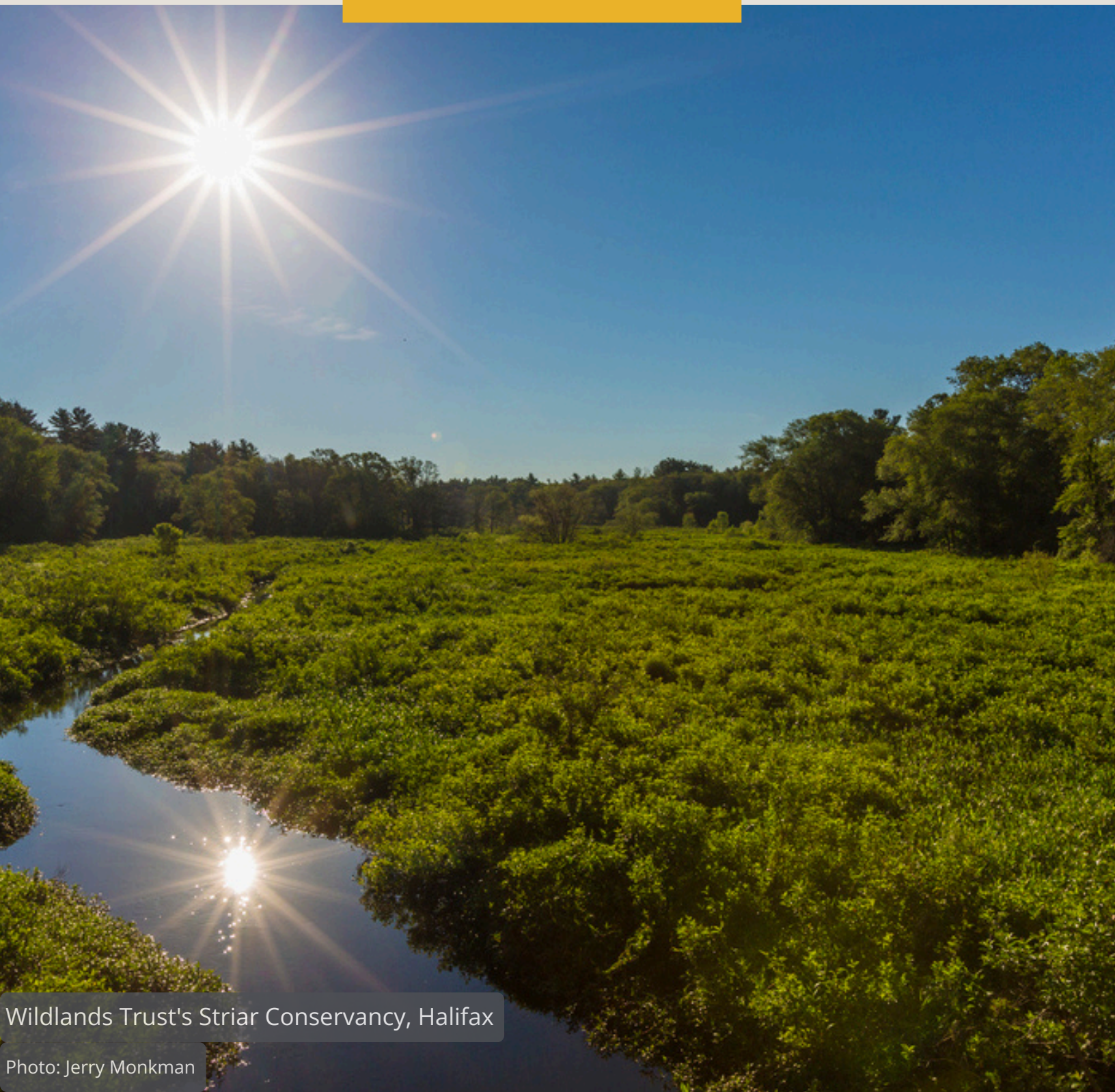


MASSACHUSETTS
LAND TRUST
COALITION

Strengthening Land Trusts. Advancing Land Conservation.

Executive Director

Position posted November 17, 2025



Wildlands Trust's Striar Conservancy, Halifax

Photo: Jerry Monkman



With over three million acres of forest, 460,000 acres of farmland, 8,000 miles of rivers, 1,500 miles of coastline, and 45,000 acres of salt marsh, Massachusetts is defined by its unique landscapes and its natural, cultural, and scenic resources.

To ensure the protection of Massachusetts' rich habitats, productive farmland, abundant water resources, and high-value conservation lands, our state has built an enviable network of partners working together to protect our lands and waters. The efforts of these groups, led by land trusts and state agencies, has resulted in the permanent conservation of 28% of the state's land. With the broad goal of reaching 30% by 2030, there is much work to do in a short time.

Leadership is essential and this is the job of the Massachusetts Land Trust Coalition. We are currently searching for our next Executive Director, a leader who will usher in a new and exciting chapter for land conservation in Massachusetts.





MLTC Board Retreat, Plymouth, 2025

The Massachusetts Land Trust Coalition

The mission of the Massachusetts Land Trust Coalition (MLTC) is to advance land conservation across Massachusetts by providing education, tools, networking, and advocacy for the state's land trusts and their partners.

Founded in 1990 as an informal, brown bag lunch association of land trust leaders, MLTC was incorporated in 2010 as an independent 501(c)(3). Today, our efforts support the important work of over 140 Massachusetts land trusts – second in number only to California.

MLTC strengthens land trusts and advances land conservation by Informing, connecting, and unifying the land trust community through a variety of communication tools, peer-learning opportunities, and networking forums. We build the capacity of the conservation community and support the next generation of land trust leaders through trainings, seminars, and one of the nation's largest annual land conservation conferences. Acting as the voice of Massachusetts' land trusts, we advocate for legislation and state financial support for land protection. We are highly regarded for our role in fostering collaboration and constructive dialogue between and among land trusts and their public and private partners.

MLTC is governed by a 15-member Board of Trustees. Many highly engaged professionals volunteer their time to support to our various activities and committees. The organization has experienced steady growth over the past six years, with a current operating budget of \$410,000, and a professional staff of 2.9 FTEs.

To learn more, visit <https://massland.org/>.

The Opportunity

The next MLTC Executive Director will be well-positioned to further develop MLTC's role as a pivotal leader in Massachusetts land conservation by leveraging these important organizational assets:

Our Reputation

MLTC is highly regarded as a collaborative partner and a credible representative of land trust interests. We have an influential voice with state agency partners, and a well-established record as an effective convener of the greater land protection community. Our work is validated by a strong statewide network of practitioners who enthusiastically support MLTC and rely upon our services.

Our Relevance

Concerns over unchecked development, sea-level rise, climate resilience, water quality, and biodiversity have raised land conservation to an unprecedented level of public attention. Massachusetts has ambitious land protection and restoration goals that require a unified, engaged, and well-informed land protection community.

Our Strategy

MLTC provides steadfast support so land trusts can be as impactful as possible and attain the goals and standards established by our broader community. The Executive Director will join MLTC with one year remaining on the 2022 - 2027 Strategic Plan, and will be empowered to lead the next planning process with the support of a solid strategic framework.

Our Community

MLTC has built a statewide network of talented public and private partners working to protect our natural resources. Our community is empowered by, and relies upon, the unity, structure, and camaraderie MLTC has established across the land protection field.



The Trustees' Charles Eliot Award Ceremony, Boston, 2024



Open Space Act Celebration, State House, 2023

Highlights of Executive Director's Key Responsibilities

Manage and Cultivate Important Relationships

- Ensure Trustees are well informed and engaged.
- Foster partnerships with land trust members, State agencies, the Land Trust Alliance, and other supporters.
- Cultivate relationships with donors and potential funders to advance interests of the land trust community.

Lead Fundraising

- Set and achieve annual fundraising goals.
- Implement cultivation strategies for current and potential contributors, including foundations and corporations.
- Engage the Board and Conservation Advisory Council to assist with fundraising.

Implement Strategic Priorities

- Oversee development and implementation of MLTC's Strategic Plan.
- Lead efforts to strategize and advance MLTC's public policy priorities.
- Provide strategic direction on all matters related to program development and implementation.

Oversee Administration and Finance

- Hire and supervise MLTC's staff and contractors.
- Work with Board chair and committee chairs to advance all aspects of MLTC's work.
- Prepare and present annual budgets for Board approval, and manage fiscal operations to ensure compliance with approved budgets, fund restrictions, and financial policies.

Ensure Program Delivery and Quality

- Ensure successful execution of the annual Massachusetts Land Conservation Conference and annual Land Trust/State Agency Retreat.
- Ensure all MLTC programs, resources, and communications are timely, relevant and of high-quality.

About the Candidate

This position is well-suited to a leader with a strong vision and drive to build and sustain an effective non-profit organization. With a natural ability to engage people and treat diverse stakeholders with collegiality and respect, the next ED will inspire trust and confidence. The successful candidate will have sound judgement, discretion, and problem-solving skills. Possessing a pragmatic understanding of how small organizations can be under-resourced, the next ED will be able to balance multiple priorities.

A strong grasp of the land conservation field, especially in Massachusetts, is essential, as well as solid communication skills that will guide relationships with board members, partners, state agencies and elected officials.

As fundraising is a requirement of the position, the successful candidate will have had experience and success with fundraising.

MLTC is committed to an inclusive conservation workforce. We strongly encourage Black, Indigenous, and other people of color, as well as individuals from other historically underrepresented communities, to apply for this position.

Location

MLTC is based in Sudbury, Massachusetts. Much of this role can be performed remotely, but working in the office will be required several days per month. Travel to meetings around Massachusetts is required, as is attendance at one national conference per year. Frequent online meetings are required.

Compensation

A fulltime salary of \$95,000 - \$105,000, commensurate with qualifications, with generous paid time off, and a stipend for health insurance.

To Apply

Preferred start date is mid-June 2026. A search committee will begin reviewing applicants in mid-January 2026. To apply, submit resume and cover letter, in a single PDF, via email to EDsearch@massland.org, with subject line "Executive Director: [your last name]".



Land Protection Course, Plymouth, 2024