



# DOWNEAST COASTAL CONSERVANCY

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## EXECUTIVE DIRECTOR 2026



# ABOUT DOWNEAST COASTAL CONSERVANCY

Downeast Coastal Conservancy (DCC) is a nationally accredited land trust dedicated to conserving and stewarding the distinctive landscapes, waters, wildlife habitat, and communities of Downeast Maine. Through land conservation, stewardship, community partnerships, and public engagement, DCC works to ensure that the region's natural resources and quality of life are protected for future generations.

Based in Machias, Maine, DCC conserves and stewards thousands of acres of ecologically significant lands across southern Washington County, including forests, wetlands, shorelines, trails, and public access areas. The organization partners with landowners, communities, conservation organizations, volunteers, and supporters to advance thoughtful conservation and community connection throughout the region.

DCC is entering an exciting and important period of organizational evolution. With a strong conservation track record, dedicated staff and Board leadership, engaged supporters, and meaningful organizational momentum, DCC is well-positioned to continue growing its impact on the region today and for many generations to come.



→ **7,400**  
acres of land

→ **100**  
properties

→ **70**  
miles of shoreline



# THE OPPORTUNITY

The Executive Director will have the opportunity to help guide DCC through its next chapter of organizational leadership and strategic growth. Reporting to the Board of Directors, the Executive Director serves as the organization's chief executive leader, responsible for advancing DCC's mission.

This role is ideal for a collaborative and energetic leader who enjoys building relationships, engaging with community members and partners, and helping mission-driven organizations grow and thrive. The ideal candidate will bring a thoughtful balance of strategic leadership and operational management, along with a grounded and approachable style that fosters trust, positivity, and strong teamwork. Most importantly, this person will be excited by the opportunity to help shape the future of conservation and community connection in Downeast Maine.



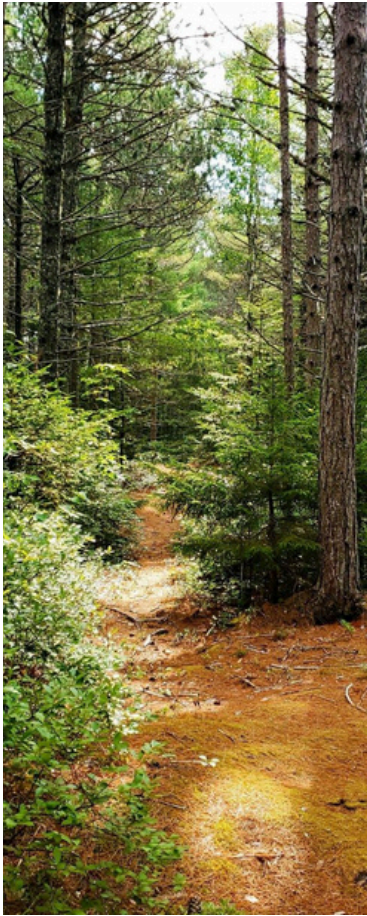
## KEY LEADERSHIP PRIORITIES

**The next Executive Director will play an important role in:**

- Demonstrating authentic passion for conservation, stewardship, and the future of Downeast Maine
- Leading and supporting a collaborative and mission-driven staff team
- Advancing resource development, donor engagement, and community relationships
- Ensuring strong financial management and organizational sustainability
- Helping DCC clarify and implement long-term strategic priorities
- Balancing conservation, stewardship, outreach, and organizational growth priorities
- Serving as a visible and trusted ambassador for DCC throughout the region
- Strengthening communication, organizational alignment, and operational systems
- Supporting healthy governance practices and a strong Board partnership



# CANDIDATE PROFILE



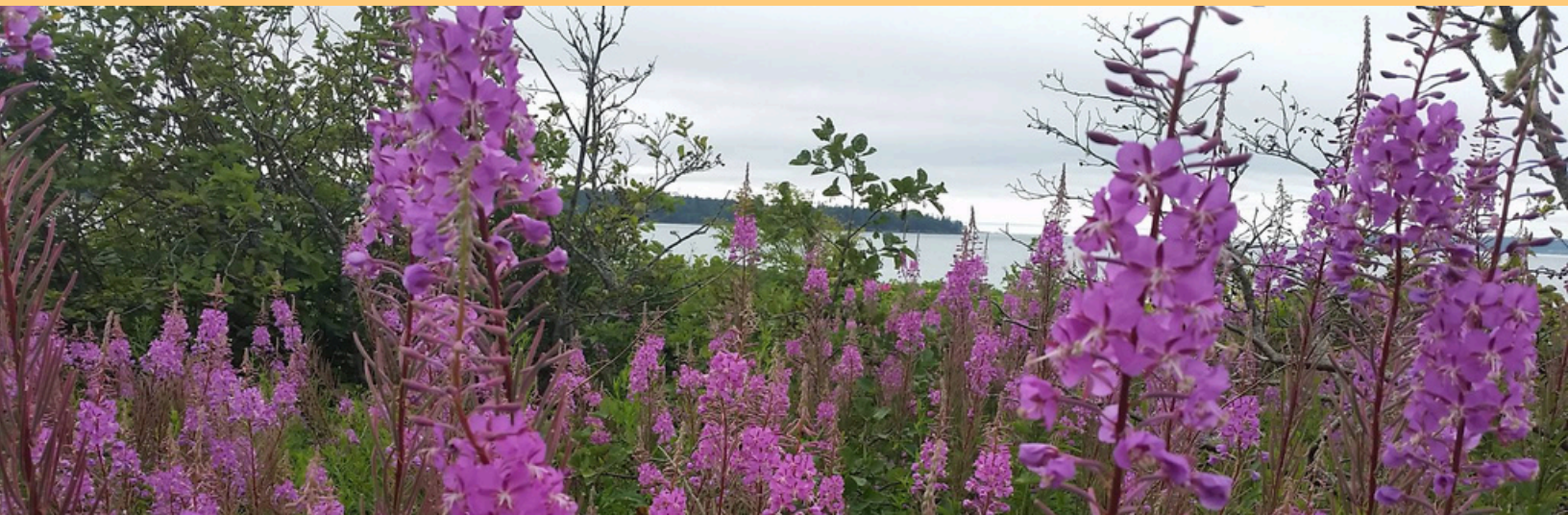
DCC recognizes that strong nonprofit leadership can come from a variety of professional backgrounds. While conservation and land trust experience is valued, the organization is equally interested in candidates who bring strong leadership, management, financial stewardship, resource development, and relationship-building skills.

**Ideal candidates will demonstrate many of the following:**

- Nonprofit leadership or senior management experience
- Public speaking, written communication, and relationship-building skills
- Resource development and donor engagement experience
- Financial management and budgeting experience
- Strategic thinking and organizational planning skills
- Collaborative relationships with boards of directors and volunteers
- Staff supervision and organizational leadership experience
- Commitment to collaboration, professionalism, and organizational culture
- Passion for conservation, community, and DCC's mission



*DCC understands that no candidate will bring every experience or qualification listed in this prospectus. We encourage candidates who feel inspired by the mission and believe they can contribute to the organization's success to apply – even if their experience does not align perfectly with every qualification described above.*





# COMPENSATION & BENEFITS

**Salary:** \$80,000–\$90,000, commensurate with experience

**Benefits Include:**

- 100% employer-paid health and vision insurance for single subscriber coverage
- IRA retirement plan with employer match up to 3%
- 15 paid vacation days annually
- 12 paid sick days annually
- 14 paid federal holidays annually
- Dental insurance at employee cost
- Additional voluntary employee benefit offerings

*DCC also recognizes the importance of flexibility, work-life balance, and the unique lifestyle opportunities available in Downeast Maine.*

## WASHINGTON COUNTY & DOWNEAST MAINE

Washington County offers an extraordinary quality of life for individuals who value community, natural beauty, outdoor recreation, and meaningful connection to place. Known for its rugged coastline, forests, and strong sense of local identity, Downeast Maine provides unparalleled access to conserved lands, hiking trails, paddling, fishing, wildlife, and outdoor exploration.

Machias and the surrounding communities offer a welcoming environment with deep cultural and environmental heritage. Residents enjoy a slower pace of life, strong community connections, and access to some of the most ecologically significant and beautiful landscapes in the Northeast. This role offers not only a meaningful professional opportunity, but also the chance to live and work in one of Maine's most distinctive regions.



### **TO APPLY:**

Submit your resume and cover letter to [HR@downeastcoastalconservancy.org](mailto:HR@downeastcoastalconservancy.org).

In your cover letter, we invite you to share why this opportunity and DCC's mission resonate with you, as well as the experiences and leadership qualities you would bring to the role.

*Downeast Coastal Conservancy is an equal opportunity employer committed to fostering an inclusive, respectful, and welcoming workplace.*