Position Announcement: Conservation Director

Protect the Adirondacks ("PROTECT") is seeking to hire a Conservation Director to lead our Conservation and Advocacy program, which includes independent public oversight, grassroots organizing, and research projects. PROTECT is an environmental, membership organization focused on protecting the State-owned Forest Preserve, private forest lands, lakes, ponds, rivers, streams and wetlands, and rural communities of the 6-million acre Adirondack Park in northern New York. PROTECT pursues this agenda through advocacy, lobbying, research, grassroots organizing, education, scientific research, and legal action. PROTECT is led by a 23-member Board of Directors and is headquartered in Johnsburg, New York.

We are seeking a dynamic and enthusiastic person with at least five years of relevant experience to work in cooperation with the Executive Director to manage our Conservation and Advocacy program. The program focuses on Forest Preserve management issues, land protection advocacy, monitoring and commenting on private land development projects, water quality protection, climate change mitigation and resilience, invasive species control, and rural community vitality, among other issues. We are also active in the New York State Legislature, where we lobby for funding for crucial Adirondack Park programs and for bills to improve protections for natural resources in the Park. The ideal candidate will be knowledgeable about Adirondack Park and Forest Preserve history, the Adirondack Park State Land Master Plan, current issues and policies, and applicable laws and regulations, as well as the major environmental issues confronting the Park. A law degree is a plus but not required. Experience with appearing before and lobbying at the New York State Legislature is also a plus but not required.

Candidates should be energetic and highly motivated, operate with flexibility and independence, and be well organized. Candidates should be proficient in current Microsoft software, word processing, spreadsheets, and PowerPoint. GIS proficiency is a plus. In addition, candidates should have excellent verbal communication skills, proficiency with social media, and be able to undertake occasional fieldwork in the Forest Preserve, including the potential for day hiking or canoe trips.

The Conservation Director will report to the Executive Director and also work with members of the Board of Directors, PROTECT's Conservation Advocacy Committee, and other environmental advocacy organizations. This position is full-time during regular business hours with some evening and weekend work required. The office is currently in Johnsburg, though the position requires regular travel throughout the Adirondack Park and to Albany. Hybrid work arrangements are available. The salary range for this position is $70,000 to $95,000, depending on experience and qualifications. A benefits package is also included. This is an exciting and long-term position for the right person.

EOE/Diversity Statement: PROTECT is an equal opportunity employer and welcomes candidates from diverse backgrounds, experiences, beliefs and cultures.

How to Apply: Please send a letter of interest, resume, and up to three references to info@protectadks.org. All submissions will be acknowledged, and you will be contacted further if we would like to schedule an interview. Applications will be reviewed on a rolling basis starting first with those received by November 20, 2026.

Protect the Adirondacks!
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