



POSITION: Conservation Director
REPORTS TO: Executive Director
LOCATION: Bend, Oregon
CLASSIFICATION: Full-time, FLSA Exempt

Oregon Natural Desert Association (ONDA) is a nonprofit conservation organization with a mission to protect, defend and restore Oregon's high desert. With offices in Bend and Portland, Oregon, we represent more than 25,000 members and supporters around the state and across the country advocating for conservation and restoration of more than 12 million acres of high desert public lands in central and eastern Oregon. This includes iconic regions like the Owyhee Canyonlands, Steens Mountain, the John Day River and the Greater Hart-Sheldon. Our work requires close collaboration and partnership with local communities, Tribal Nations, elected officials and a wide array of nonprofit partners. Read more at www.ONDA.org.

POSITION DESCRIPTION

ONDA's Conservation Director plays a central role in the management and strategic leadership of ONDA's conservation initiatives, staff, contractors and partnerships. These initiatives blend advocacy with science, policy, legislative and legal action to champion conservation-focused public lands management across Oregon's high desert.

The Conservation Director works collaboratively with ONDA's Executive Director and management team to oversee conservation priorities while also supporting fundraising, communications, stewardship, and other organizational functions. They manage a small team of legal, policy and technical staff, establishing priorities, allocating staff and financial resources, fostering collaboration and teamwork, leveraging skills and expertise, and supporting professional and individual growth.

The strongest candidates for this position will be those who have extensive experience in public lands conservation policy and have a deep understanding of the stakeholders, issues and political dynamics relevant to public lands conservation in the West. They will bring tremendous energy and enthusiasm, strategic thinking, innovation, and an unwavering commitment to ONDA's mission as they work with colleagues to champion ONDA's priorities and develop and implement a wide array of strategies needed to achieve lasting conservation outcomes. They will enjoy working in a team environment where individuals rely on one another's expertise in policy, science, communications and other disciplines to contribute to accomplishing our collective goals.

An effective Conservation Director will excel at building relationships at the local, regional and national levels and with Tribal Nations as they work among networks to pursue ONDA's conservation goals. They will enjoy working across differences with people throughout the region and be eager to travel often throughout Oregon to develop and deepen relationships, make new connections and elevate ONDA's presence in local communities. They will enjoy representing ONDA at events and meetings, working with others to negotiate solutions to challenges facing the high desert lands, waters and wildlife, and be

driven to see ONDA's mission succeed. The successful candidate will be someone who brings strong managerial skills, a collaborative, team-oriented spirit, strategic thinking, and a passion for Oregon's desert.

Program Management and Leadership (70%)

- Provide strategic vision and leadership for ONDA's conservation program, including developing strategies, identifying and executing on conservation priorities, and leveraging the entirety of ONDA's staff, volunteers, board, partners, and members to achieve conservation outcomes.
- Manage and lead ONDA's conservation staff by overseeing work plans, balancing priorities and resources, fostering a productive team work environment, and supporting professional development.
- Serve as a spokesperson for a broad range of issues by connecting with public officials, collaborators, members, supporters, community leaders, media, and others to build support for desert conservation.
- Collaborate with ONDA's other Program Directors to ensure that conservation goals and priorities, community engagement strategies and messages, fundraising and stewardship activities are complementary and strategically aligned.
- Develop and maintain mutually-supportive relationships with state and federal agencies, Tribes, community organizations, collaborators, and others.

Fundraising, Community Engagement and Communications (20%)

- Work with organizational leaders to identify funding needs and pursue funding opportunities.
- Prepare funding applications and performance reports, and participate in fundraising.
- Collaborate with staff to develop and implement strategic communications for key conservation campaigns and issues to engage, organize and activate ONDA members, supporters, partners, community members and funders.

Administration and Other (10%)

- Develop and manage the program budget to ensure effective use and allocation of resources.
- Engage in other administrative duties as required.

SKILLS AND QUALIFICATIONS

Initial applicant screening will select for those candidates that meet the following minimum qualifications:

- 8+ years directly applicable professional experience in a non-profit conservation leadership or management role.
- Experience developing, managing and/or implementing conservation initiatives related to land, water and/or wildlife conservation.
- Experience working with individual, foundation and public funders.
- Familiarity with Oregon's desert and/or western public lands, including management, issues, needs, challenges and communities.
- Strong collaborative spirit and desire to work with other staff, partner organizations and the community.
- Excellent written and verbal communications skills.
- Strong attention to detail and organization.

Following initial screening, subsequent steps in the selection process will focus on evaluating candidates based on the degree to which they possess the skills, aptitudes, experience and qualifications needed to excel as ONDA's Conservation Director.

COMPENSATION AND BENEFITS

ONDA offers an engaging and interactive work environment with 14 fellow staff. The salary range is \$84,600 to \$106,800 per year, with the actual salary within the range determined based on experience. ONDA provides a flexible and hybrid office-home work environment and full benefits package including medical, dental and vision insurance, a 403b retirement program, 12 paid holidays/year, 15 paid vacation days/year to start with increases over time, 12 paid sick days/year, and an 8-week sabbatical every 6 years.

TO APPLY

ONDA uses an anonymous screening process to ensure fair and objective application evaluation. To help facilitate this review, please submit your application via email, with your email including **two separate attachments** as follows:

- 1) Attachment #1: A single page .doc or .pdf file that includes your name, address, email and phone number. Do not include this identifying information anywhere else in your attachments.
- 2) Attachment #2: A cover letter (without your name) describing your qualifications and interest in the position, resume (without your name), and the contact information for three references. This information should be combined into a single .doc or .pdf file.

Please submit these application materials via email to conservation@onda.org no later than **5:00 p.m. Pacific Time on Friday February 27, 2026**.

ONDA IS AN EQUAL OPPORTUNITY EMPLOYER

ONDA is committed to diversity, equity and inclusion and seeks to create an inclusive environment for all volunteers, partners, collaborators and employees. Our commitment to diversity includes the recognition that our mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs and cultures. We strongly encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law. Please review our commitment to fostering diversity, equity, inclusion and justice in environmental conservation at <https://onda.org/justice/>.