



# Policy Associate

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## Organization and Background

Bluegrass Land Conservancy (BLC) is a community-supported, nonprofit, accredited land trust working to protect land in Kentucky's Bluegrass region through permanent conservation easements. We envision a thriving community where land is protected to sustain our identity, economy, and quality of life.

As the first nationally accredited land trust in Kentucky and a top-three ranked regional land trust in the country, BLC has a 29-year history of mission-driven success and sound fiscal management. BLC has successfully cultivated a strong and wide-reaching group of private, nonprofit, and community partners along with a dedicated donor base that has resulted in the permanent protection and long-term stewardship of tens of thousands of acres of farmland and natural lands for the benefit of future generations.

## Objective/Role

Reporting to the Director of Conservation and working collaboratively with all members of the Land Protection and Stewardship team, as well as the Executive Director, the Policy Associate plays a vital role in the implementation and advancement of Bluegrass Land Conservancy's mission. As a member of the Land Protection and Stewardship team, the Policy Associate is responsible for BLC's collaborative, creative, and product-oriented policy requirements. A nimble staff member who can manage multiple and frequently competing priorities and produce creatively under pressure is a must. This position supports BLC's Board and staff to develop and implement policy initiatives for land conservation efforts in Kentucky and the specifically the Bluegrass region. The Policy Associate role is crucial to helping understand complex, often technical issues that confront farmers, natural lands, and stakeholders alike in our rapidly changing world. In particular, the Policy Associate will play a key role in furthering BLC's goals and objectives to expand BLC's presence on the local, regional, and state level in relation to land conservation initiatives. This is a diverse, hands-on position that requires critical thinking, teamwork, and initiative. The Policy Associate must balance research, analysis, advocacy, communication, and organizational tasks with complex, deadline-driven projects.

## Primary Responsibilities

- **Research, analyze and report** on local, state, and federal legislation and regulations regarding farming, forests, land use, climate change initiatives, tax incentives, and other policy issues related to private land management and conservation (e.g., watershed, fish and wildlife, habitat, etc.). Within this, there is a specific focus on issues affecting our conservation easements in the Bluegrass region.
- **Summarize and report** on potential grant opportunities at the local, state, and federal level that support BLC's initiatives.

- **Represent BLC** in collaborative efforts to initiate new incentives, maintain and improve key local, state, and federal conservation funding and support BLC partners and conservation landowners in such efforts.
- **Facilitate** local, state, and federal legislative and agency engagement with BLC conservation projects.
- **Develop clear, compelling information materials** such as white papers, fact sheets, web content, and other educational materials to support our conservation initiatives.
- **Participate** with the BLC leadership team and Board to collaborate on various projects as requested.
- **Speak publicly** on behalf of BLC and its initiatives at the local and state level.
- **Assist** in other policy initiatives as needed and directed.

## Required Skills

- Bachelor's degree in a relevant field is required.
- 2-5 years relevant employment experience.
- Excellent research, writing and analytical skills required.
- Ability to understand and assimilate complex issues and policies effectively and quickly, convey them simply, and advocate effectively are desired attributes.
- Proficiency with Office 365.
- A commitment to creative conservation and the mission of Bluegrass Land Conservancy.
- Valid driver's license and willingness to travel throughout the Bluegrass region.

### *Preferred Qualifications:*

- Experience working with or for federal, state or local governments or agencies.
- Experience with GIS.
- Juris Doctor preferred.

## Salary, Benefits, and Schedule

- This position is a permanent, full-time (40 hours/week) position.
- The starting salary range is \$70,000-80,000 commensurate with skills and experience.
- BLC offers a competitive compensation package, including 403b plan, health insurance (medical, dental, vision), paid time off (sick leave, vacation, and holidays) and a collaborative, flexible work environment.
- The Policy Associate may work fully out of the BLC offices in Lexington, KY, in a hybrid capacity, or remotely from their home or other location within the Bluegrass region, with an understanding that the demands of the job may include regular travel to Lexington or Louisville and across the Bluegrass region for meetings and events. Work location and schedule will be arranged at time of hire and may be adjusted if needed as agreed upon by the Executive Director and Director of Conservation.

## Application Instructions:

**Please send a résumé, cover letter, and three relevant references to [info@bluegrassconservancy.org](mailto:info@bluegrassconservancy.org)**

- **The subject line should be in this format: “Last name, First name: Policy Associate”**
- *Applications accepted until October 15, 2024*, however, position will remain open until filled and applicants will be evaluated as submissions are received.

Bluegrass Land Conservancy is an equal opportunity employer. We are committed to creating an inclusive workplace that promotes and values diversity. We strive for, encourage, and protect diversity in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, and perspective.