



# Royal River Conservation Trust

P.O. Box 90 | Yarmouth, ME 04096 | [www.RRCT.org](http://www.RRCT.org) | (207) 215-8315

## RRCT CONSERVATION DIRECTOR FAQs January 2024

*RRCT's 2022 Conservation Plan is a pivotal document for all candidates to understand. It was drafted by all RRCT staff, including a strong leadership role from the then-incumbent Conservation Director. <https://rrct.org/saving-land/>*

*RRCT is growing into more diverse project management, including major capital projects, environmental restoration projects, and municipal-regional planning. All employees might be asked to play a project management role outside narrow job descriptions.*

*In recent years, RRCT's strategic goal (met) has been the conservation of 200 acres per year, typically formed by three or four projects per year. 2023 land transaction closings included RRCT-solo projects as well as partnerships with Maine Farmland Trust, Trust for Public Land, Maine Bureau of Parks & Lands, and Maine Coast Heritage Trust. Typical years also include land transactional partnerships with municipalities, Maine DIF&W, Maine Woodland Owners, and others.*

*RRCT Land Transactions Committee and other committee and civic attendance includes both daytime or evening commitments, depending upon shifting culture and schedules of committee members, communities, and staff.*

*RRCT follows Land Trust Alliance standards and practices; RRCT is not yet seeking accreditation. RRCT Land Transactions adopted policies and related documents aim to comply with Land Trust Alliance.*

*RRCT's approach to benefits is outlined in board-adopted policies published here: <https://rrct.org/learn-more-about-us/mission-vision/>. Budgeted wages are not-to-exceed \$60,000 to \$70,000 per year for the Conservation Director position, assuming several years of experience.*

*Current health care law and policy requires that employees either have health insurance from another qualified source (spouse, eg), or alternately they must participate in RRCT's plan with Anthem BC/BS. RRCT contributes up to \$7,000 per year toward spousal plans, or RRCT's plan, solely for the employee. More details upon request.*

*RRCT contributes 3% of salary toward an employee-managed SIMPLE IRA.*

*RRCT policies outline very generous Paid Time Off, as well as very generous holidays (office closures) including one full week near Christmas, above and beyond Paid Time Off.*

*RRCT invests in employee training & development.*

*Initial interviews will include a team of two board members or non-board leadership volunteers, along with RRCT Executive Director Alan Stearns.*

*Initial interviews will be offered by phone, or in person, likely at RRCT's offices. RRCT does not plan to reimburse for travel to interviews. RRCT culture and dress is informal and outdoors.*