



Habitat Connectivity Program Director

Wild Virginia is a statewide conservation nonprofit dedicated to protecting and connecting Virginia's wild places through advocacy, engagement, and empowerment. We envision a healthy unfragmented landscape where everyone can connect to their own wild place and protect it. Since 1996, Wild Virginia has advocated for strong environmental protections and empowered citizens to become active in the decision-making process that affects the future of the Virginia's wild lands. Our three core programs work to increase habitat connectivity, protect water quality, and provide environmental education.

Headquartered in Charlottesville, VA, Wild Virginia has a decentralized staff that works remotely across the Commonwealth. Staff travel occasionally as needed (i.e., Wild Virginia events, conferences, donor meetings).

Job Summary

The Habitat Connectivity Program Director (program director) is responsible for protecting and improving the connection of terrestrial and aquatic habitat in Virginia with a focus on the use of wildlife crossings.

The program director acts as an expert and leader on habitat connectivity in Virginia, a collaborator and convener of multi-stakeholder groups, and empowers communities and individuals. The program director works closely with policy makers, state agencies, regulators, community members, and specialty groups of a variety of interests and backgrounds, requiring strong facilitation and interpersonal skills. The ideal candidate will be comfortable adapting to changing circumstances as needed to meet program goals. Candidates must be entrepreneurial, flexible, creative, willing to think outside the box, and have strong leadership, collaboration, and listening skills.

The program director reports to the executive director and works closely with other Wild Virginia staff. Some evening and weekend work is expected. The chosen candidate will reside within the Commonwealth of Virginia or be expected to relocate to Virginia within one month of accepting the position. Equipment necessary to complete remote work, such as a laptop, is provided by Wild Virginia.

Essential Duties / Responsibilities

Habitat Connectivity Program (75%)

- Provide leadership, vision, and strategy for the Habitat Connectivity Program (the program).
- Coordinate, implement, monitor, and evaluate progress toward the program's goals, objectives, and outputs.
- Convey the program's vision through a written and spoken narrative that engages the community, stakeholders, donors, and grant-makers.
- Serve as a spokesperson for the program with members, partner organizations, legislators, the general public, and media.
- Support grant writing, fundraising, and donor relations.
- Manage interns and contractors who provide support for the program.
- Coordinate efforts to submit briefing book policy goals for habitat connectivity in the Virginia

Conservation Network's Our Common Agenda each year.

- Collaborate closely with organizational partners such as the Wildlands Network.
- Chair the Virginia Safe Wildlife Corridors Collaborative (VSWCC).
- Present at external meetings, conferences, and events (in-person and virtual) to advance the program's goals.
- Synchronize efforts, share lessons learned, and network with neighboring states and regional efforts.

Internal Coordination and Organizational Support (20%)

- Participate in internal team meetings to assist with the advancement of outreach and education; communications; diversity, equity, and inclusion; and development goals outlined in the Wild Virginia Implementation Plan.
- Present at and/or host Wild Virginia webinars associated with habitat connectivity.
- Be active in the creation and review of Wild Virginia's plans, and maintain accurate records for reporting purposes and to ensure institutional memory.
- Collaborate with the Executive Director regarding projects, priorities, and development.
- Provide a progress report at each formal Board of Directors meeting.

Other duties as assigned (5%)

Required Qualifications

- Experience in conservation, environmental science, wildlife preservation, and/or public lands.
- Experience with statewide and local government, policy makers, legislators, regulators, and communities.
- Ability to envision a strong conservation future for Virginia, and an understanding of strategies, policy changes, and public support required to reach that vision.
- Mission-driven team player with a positive attitude, strong work ethic, and the willingness to pitch in and support colleagues.
- Knowledge of the science of habitat connectivity, wildlife corridors, and wildlife crossings.
- Bachelor's degree (B.A. or B.S.).
- Experience with grant writing and reporting to funders.
- Flexibility, dependability, perseverance, and creativity in problem solving.
- Superior written and verbal communication skills.
- Ability to meet deadlines and manage multiple projects in a timely manner.
- Strong interpersonal skills and ability to work autonomously.
- Valid Virginia driver's license or alternative travel accommodations and the ability to travel within Virginia.
- Strong computer skills (including MS Office suite, Google Docs, and Zoom).
- Acceptable background check.

Preferred Qualifications:

- Track record of success with donors and funding organizations, as well as drafting grant reports and contributing to grant proposals.
- Master's degree (M.S., M.A., or similar professional degree) or higher, or equivalent experience.
- Experience with environmental advocacy work, conservation, and work in the nonprofit sector.

- Community engagement experience, including organizing, directing, and supervising volunteers in a collaborative work environment.

Wild Virginia is committed to creating an inclusive and welcoming environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Location: Wild Virginia is headquartered in Charlottesville, VA. The position is remote with travel across Virginia occasionally required. The individual filling the position is expected to live within the Commonwealth within one month of taking the position.

Applicants who meet at least 75% of the job description are encouraged to apply.

Application Close Date: August 1, 2025

Desired start date: September 1, 2025

Starting salary: \$65,000 - \$70,000 year, depending on experience.

Hours: 40/week with occasional weekend and evening work required with advance notice.

Benefits: Paid vacation, Simple IRA, health insurance, travel reimbursement, professional development opportunities, family leave, voting leave, volunteer leave, flex time and remote work.

Job type: Full-time, exempt position. Wild Virginia is an equal opportunity employer.

To Apply: Upload a single pdf containing a cover letter and resume to <https://bit.ly/4I7vW2S>

Please contact info@wildvirginia.org with any questions.