



Project Director

TOGETHER Bay Area seeks a Project Director with skills and experience in project management, facilitation, and coordination to help the region reach the goal of strategically conserving 50% of lands by 2050. The Director will lead several projects including the Conservation Lands Network 3.0. They are very organized, a skilled facilitator of process and meetings, and a strong communicator both written and verbally. Importantly, they can hold space for many people with different perspectives while getting work done and building a sense of community.

This is an opportunity to:

- Lead the Conservation Lands Network project which, unlike many regional conservation plans, is co-created with hundreds of scientists and practitioners across the Bay Area. The Director will be the nexus of a critically important web of relationships that knit together a future where biodiversity thrives amid healthy human communities.
- Learn about exciting local conservation and stewardship projects, challenges and opportunities of regional conservation strategy, environmental justice and ancestral land return, policy and funding, and more.
- Join a team of collaborative professionals who are passionate about the work they do and are guided by the values of trust, equity, belonging, joy, learning, and hope.

ORGANIZATION & PROJECT

[TOGETHER Bay Area](#) is a regional coalition collaborating for climate resilient lands and social equity. Our work is guided by our principles, values, and priorities which are described in our [2024-2028 Strategic Direction](#).

[The Conservation Lands Network](#) (CLN) is a regional strategy that has been setting goals, tracking progress, providing tools, and catalyzing on-the-ground land conservation in the San Francisco Bay Area since 2006. The CLN community consists of around 300 scientists, researchers, and practitioners who serve on the Steering Committee, six focus teams, four exploration committees, and serve as science advisors. Through an inclusive process over the next three years, they will pore over new vegetation maps, assess habitat health, and set new regional and habitat-specific goals. And they will explore how urban biodiversity, stewardship, and landscape resilience intersect with regional goals.



Project Director

OUTCOMES

Success looks like:

- The CLN 3.0 project is completed on time and on budget while building trust and relationships with all partners and participants.
- The CLN 3.0 project's deliverables meet the project's goals, reflect input from the CLN community and users, and are grounded in TOGETHER's values and principles.
- Regional conservation programs like the Wildfire Data Working Group are integrated into TOGETHER's portfolio of projects and are coordinated with members and partners.
- The TOGETHER team of staff and contractors is [positive and productive](#).

RESPONSIBILITIES

Project management (50%)

Manage several projects and programs including the Conservation Lands Network (CLN) 3.0, the Bay Area Protected Areas Database (BPAD), and Wildfire Data Working Group.

- Manage the project including the development of deliverables, coordination of meetings and events, identifying and tracking milestones, and assessing progress towards the project's goals.
- In partnership with the Executive Director, manage the relationship with the State Coastal Conservancy as a key funder and user of the CLN, including managing the grant's tracking and reporting requirements.
- Manage contracts and relationships with multiple partner organizations including but not limited to [GreenInfo Network](#) and [Redbud Resource Group](#).
- Help make the tangible and intangible work of the CLN and other projects more visible and accessible through clear and engaging written materials (e.g., reports, meeting summaries, blog posts, emails) and verbal presentations.

Facilitation (40%)

Facilitate processes that engage a lot of people to achieve the project's goals. Facilitate meetings for positivity and productivity.

- Design and implement inclusive processes to collect information, review draft deliverables, synthesize data, and make recommendations.
- Convene meetings and events - including developing agendas and coordinating logistics - that are consistent with TOGETHER Bay Area's approach to convening (see examples [here](#) and [here](#)).
- Listen closely to both the content of the meetings as well as the group dynamics in order to proactively respond to ideas and issues as they emerge.



Project Director

Coordination (10%)

Partner with people within and outside of the organization to integrate regional conservation strategy, and the CLN specifically, into other TOGETHER Bay Area programs and efforts around the region.

- Coordinate with partners like FLAME and the Bay Area Greenprint to strengthen the region's efforts for resilient lands, waters, and communities.
- Coordinate with other regional efforts on climate change mitigation and adaption including partners who lead the Subtidal and Baylands Habitat Goals projects.
- Partner with TOGETHER teammates to develop content for the annual TOGETHER Conference that helps to advance 50x50 and the CLN project's goals.
- Participate as a core member of the TOGETHER team. Collaborate with the team to identify opportunities for integration across our priorities and programs.

QUALIFICATIONS

Experience

- At least 7-10 years of work experience in the nonprofit, consulting or public sectors and a solid track record of contributing to partnerships, networks, or coalitions.
- Experience in project management, facilitation, and communications.
- Experience in the multi-faceted land conservation field, including but not limited to: conservation strategy, spatial ecology, land acquisition and stewardship, climate resilience, and/or equitable access to lands.
- Experience and familiarity with the Bay Area's open space, parks and agriculture communities.
- Experience working with a range of different perspectives, including an Indigenous worldview, is strongly preferred.

Skills

- Demonstrated project management skills, including the ability to motivate and lead a team of diverse professionals and deliver results on time and within budget.
- Well-developed interpersonal skills with an ability to center relationships and foster a sense of belonging on teams and in meetings.
- Excellent written and verbal communication skills, with the ability to convey complex information in a clear and compelling manner.
- Process and meeting facilitation including an ability to clearly articulate the end goal and work backwards to make plans to achieve the desired outcomes.



Project Director

- Proficiency with Google Drive and Zoom are essential. Familiarity with GIS tools, Asana, Canva, Wordpress, and online engagement tools like Padlet are a bonus.

Competencies

- Ability to manage multiple tasks and priorities concurrently.
- Willingness to learn, experiment, and get out of their comfort zone.
- Calm under tight deadlines; adapts quickly to plans that might change.
- Knowledge of systems thinking (environmental, human, organizational, etc.) and process design is a bonus.

ADDITIONAL INFORMATION

[TOGETHER Bay Area is an Equal Opportunity Employer.](#)

TOGETHER Bay Area is guided by the principles, values, and priorities described in our [Strategic Direction](#). Recruiting and retaining a diverse team of staff and contractors is a high priority at TOGETHER Bay Area. TOGETHER Bay Area does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, genetic information, disability unrelated to job or admission requirements, or veteran status.

[Location](#)

The TOGETHER Bay Area team works remotely in the Bay Area and Sacramento. The Director should be prepared to meet in person at events, meetings, or outings 3-4 times a month on average. We hold all-team overnight retreats in person twice a year. We do not have an office, but we have a budget for co-working space rental for staff members if desired. We maintain a mailbox in Berkeley.

[Disclaimer](#)

The above job description is not intended to be an all-inclusive list of duties and responsibilities of the position. The Director may be assigned additional duties in support of the organization, project, and team.

COMPENSATION AND BENEFITS

The annual salary range for this position is \$110,000-115,000 depending on experience. This is a full-time, salaried position reporting to the Executive Director. We are fostering a productive and positive team culture. We offer a flexible and family-friendly work environment including 14 paid holidays, no-meetings Fridays, and paid holiday closure of the office for one week in July and two weeks in December. Health and dental benefits, as well as a retirement savings plan,



Project Director

are offered. Generous vacation benefits after a 90-day introductory period. Financial support provided for individual professional development activities. Monthly stipend is provided for Internet and cell phone expenses.

APPLY

You're invited to apply by submitting your resume and cover letter to HR@togetherbayarea.org with "Project Director - YOUR NAME" in the subject line. In your cover letter please describe how this position at this organization could contribute to and benefits from your career journey.

The priority deadline for applications is October 3, 2025.