



## JOB ANNOUNCEMENT

POSITION: Campaign Manager  
REPORTS TO: Conservation Program Director  
LOCATION: ONDA's main office in Bend, Oregon  
CLASSIFICATION: Full-time, FLSA Exempt

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Oregon Natural Desert Association (ONDA) is a nonprofit conservation organization dedicated to protecting, defending and restoring Oregon's high desert. The Campaign Manager works as part of our conservation team, including policy, legal and technical staff, to develop, coordinate and manage a portfolio of initiatives for conservation of desert public lands, waters and wildlife throughout central and eastern Oregon. These initiatives use community organizing, public advocacy, citizen engagement and organizational partnerships to achieve conservation and protection of public lands and resources.

### DESCRIPTION

The Campaign Manager works within ONDA's Conservation Program to manage conservation initiatives to implement ONDA's mission across approximately 12 million acres of public lands in Oregon's high desert. The Campaign Manager's primary focus is developing and executing strategies to capitalize on opportunities to achieve conservation outcomes at the core of our strategic plan. This includes organizing local, state, regional and/or national partners and constituents to generate, manage and deploy political power on behalf of the high desert, a foundational element in all of ONDA's conservation. The Campaign Manager's duties may routinely include administrative and legislative advocacy, policy development and implementation, natural resource management planning, and representing ONDA in local, regional or national efforts to promote and secure protection for desert public lands, waters or wildlife.

The strongest candidates for this position will be those who have experience in conservation advocacy, policy and/or organizing, with a demonstrated understanding of the key players, issues and strategies germane to public lands conservation in the arid West. They will bring knowledge, insight, strategic thinking and an unwavering commitment to ONDA's conservation mission as they integrate administrative, legislative and legal strategies to achieve lasting conservation outcomes. They will enjoy working in a team environment where individuals rely on one another's expertise in policy, law, science, communications and other disciplines to contribute to our collective goals and outcomes.

An effective Campaign Manager will excel at community organizing and building relationships at the local, regional and national levels and with Tribal Nations as they weave together networks and coalitions designed to bring complementary skills, expertise, perspectives and resources to bear for campaign success. They will be nimble, team-oriented, thoughtful and strategic as they pursue conservation outcomes for Oregon's high desert and help implement ONDA's strategic plan. And they will enjoy working across differences with people throughout the region and eager to travel frequently to develop new relationships with the people, places, issues and communities important for advancing ONDA's conservation goals.

At a tactical level, the Campaign Manager will be familiar with current tools, technologies and best practices for campaign management, including software, technologies and systems that build and harness the power of citizen advocacy to amplify conservation outcomes. They will appreciate the details inherent in desert

conservation, whether it involves organizing people and communities, developing communications, working through complex policy questions or political issues, negotiating policy or natural resource management, or managing budgets, work plans or subcontractors. They will be a strong communicator, effective at representing ONDA's conservation vision for the high desert to a broad diversity of local, state, regional and national audiences and stakeholders from the private, nonprofit, tribal and government sectors. The job description includes:

#### Conservation Campaigns and Initiatives (60%)

- Design and implement successful campaign strategies, leveraging the capacity, skills, expertise and resources of fellow staff, partners, volunteers, constituents, stakeholders and others to achieve desired conservation outcomes
- Build on existing relationships and foster new connections in communities across the high desert and beyond by meeting and working with community members, agency staff, elected representatives, businesses, ONDA members, tribes, local, state, regional or national conservation organizations and others to advance high desert conservation
- Manage and oversee the day-to-day operations of campaigns and initiatives, tracking progress, deliverables and outcomes, maintaining databases, managing budgets and facilitating coordination among peers, partners and subcontractors
- Coordinate with experts in law, policy, science, tribal affairs, public lands and other topics to ensure that campaign outcomes support ONDA's goals, values and desired outcomes

#### Communications (20%):

- Develop and implement communications strategies and plans to support each campaign or initiative and complement ONDA's organizational communications strategies and priorities
- Produce communications content and serve as a spokesperson for campaigns and initiatives, coordinating with collaborators, ONDA members and supporters, community leaders, elected representatives, media, and others to message support for desert conservation

#### Travel (10%)

- Represent ONDA at community meetings and events throughout the region to strengthen relationships and support for desert conservation
- Organize and lead field tours, events or activities across the high desert to generate understanding and support for conservation goals

#### Fundraising, Administration and Other (10%)

- Prepare grant applications, reports and related correspondence
- Manage subcontractors, volunteers, interns and others
- Develop and maintain donor and funder relationships
- Other duties as assigned

### **SKILLS AND QUALIFICATIONS**

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

- Four years of relevant experience in conservation or environmental advocacy.
- Knowledge of conservation issues, public lands management, or fish / wildlife management issues, policies or politics.
- Strong team-oriented approach and desire to work with a diversity of people and interests within and outside our organization.
- Excellent written and verbal communications skills.
- Experience with the tools and technologies for effective campaign management and communications.

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 provided in the detailed description above. Candidates with Spanish language skills are strongly encouraged to apply.

### **COMPENSATION AND BENEFITS**

ONDA offers an exciting, fun, interactive work environment with 17 fellow staff all committed to desert conservation. The starting annual salary range for Campaign Manager is \$50,000 to \$60,000 per year, negotiable depending upon experience. ONDA provides a flexible work environment and full benefits package including 95% paid premiums for medical, dental and vision insurance, 5% match for retirement contributions, 13 paid holidays / year, 15 paid vacation days / year to start with increases over time, 12 paid sick days / year, and family leave. Company vehicles are provided for travel.

### **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 **campaignmanager@onda.org** no later than **5 PM Pacific Time on Monday, November 15, 2021**. ONDA will require proof of COVID vaccination or documentation of an acceptable medical or religious exemption prior to making an employment offer.

### **ABOUT OREGON NATURAL DESERT ASSOCIATION**

For three decades Oregon Natural Desert Association (ONDA) has connected people to their public lands and championed the conservation and stewardship of central and eastern Oregon's wild lands, waterways and wildlife. ONDA's mission is to protect, defend and restore Oregon's high desert. From championing land protection to speaking out for fish and wildlife, ONDA's members and supporters sustain the natural character of Oregon's high desert. ONDA envisions a high desert where twelve million acres of public lands are conserved to ensure that fish and wildlife thrive and wild places exist for all people to treasure and explore, now and always. Read more at [www.ONDA.org](http://www.ONDA.org)

### **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 at ONDA and in the nonprofit conservation sector at <https://onda.org/justice/>.