



POSITION: Campaign Manager  
REPORTS TO: Conservation Program Director  
LOCATION: 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. Our Campaign Manager oversees a portfolio of initiatives to conserve desert public lands, waters and wildlife throughout central and eastern Oregon using community organizing, public advocacy and partnerships to achieve campaign goals.

## DESCRIPTION

The Campaign Manager works within ONDA's Conservation Program to manage conservation initiatives across approximately 12 million acres of public lands in Oregon's high desert. Their primary focus is developing and executing strategies to achieve conservation outcomes at the core of our strategic plan. This includes organizing partners and constituents to generate and deploy political power to promote and secure protection for public lands, waters and wildlife.

The strongest candidates for this position will be those who have experience in conservation advocacy or organizing, with an understanding of the stakeholders, issues and solutions germane to public lands conservation in the arid West. They will bring strategic thinking, innovation and an unwavering commitment to ONDA's mission as they develop and deploy strategies to achieve lasting conservation outcomes. They will enjoy working in a team environment where individuals rely on one another's expertise in policy, 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 that will support campaign success. They will enjoy working across differences with people throughout the region and be eager to travel to develop and deepen relationships that advance ONDA's conservation goals.

The Campaign Manager will be familiar with current tools and best practices for community organizing, including technologies and systems that harness the power of citizen advocacy to support conservation outcomes. They will be a strong communicator, effective at representing ONDA's conservation vision for the high desert to a broad diversity of audiences. The job components include:

### Conservation Campaigns (60%)

- Design and implement successful strategies in coordination with the Conservation team 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 the public, agency staff, elected representatives, businesses, ONDA supporters, tribes, conservation organizations and others to advance conservation objectives
- Oversee day-to-day campaign operations and partnerships, tracking progress, deliverables and outcomes, maintaining databases and managing project budgets
- Coordinate with staff and partners to ensure that campaign outcomes support ONDA's goals and values

### Communications (20%)

- Develop and implement communications strategies, plans and content to promote conservation campaigns
- Serve as a spokesperson for campaigns, coordinating with supporters, community leaders, elected representatives, media, and others to grow support for conservation outcomes

### Travel (10%)

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

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

- Prepare grant applications and reports
- Manage subcontractors, volunteers, interns and others
- Develop and maintain 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 experience in conservation or environmental advocacy or other relevant experience
- Knowledge of public lands management and fish / wildlife management issues, policies and politics
- Strong team-oriented approach and desire to work with a diversity of people and interests
- Excellent written and verbal communications skills
- Proficiency with advocacy/organizing tools, experience with Phone2Action (Capitol Canary) and/or Salesforce a plus

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 a fun, interactive work environment with 16 fellow staff. The starting annual salary range is \$55,000 to \$65,000 per year, negotiable depending upon experience. ONDA provides a flexible and hybrid office-home 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](mailto:campaignmanager@onda.org) no later than **5 PM Pacific Time on Friday, May 13, 2022**. 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. 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/>.