



Massachusetts Association of Conservation Districts

319 Littleton Road, Suite 205
Westford, MA 01886

New position: Special Outreach Coordinator

About MACD:

The Massachusetts Association of Conservation Districts (MACD) is dedicated to supporting and strengthening local conservation efforts across the state. We work to promote sustainable land use, natural resource conservation, and environmental justice by supporting Conservation Districts, fostering collaboration among farmers, communities, and conservation agencies, and providing accessible outreach and education. We are seeking qualified candidates for a contract position to help us expand and deepen our outreach efforts in Eastern Massachusetts.

Primary Purpose of the Role:

The Special Outreach Coordinator will support the reestablishment and activation of Conservation Districts across five eastern Massachusetts counties. The role focuses on engaging diverse communities—including historically underserved groups—and working collaboratively with stakeholders to identify local conservation priorities. The Coordinator will facilitate outreach, education, and relationship-building efforts to promote community-driven, equitable conservation initiatives aligned with local needs, fostering sustainable natural resource management.

Key Responsibilities:

- Support the reactivation and ongoing development of Conservation Districts within targeted counties.
- Collaborate with community organizations, local liaisons, and regional partners to facilitate inclusive outreach and engagement, particularly among underserved and underrepresented populations.
- Conduct outreach at local events (such as farmers markets, community festivals, and agricultural activities) to promote awareness of NRCS programs, conservation opportunities, and the benefits of active Conservation Districts.
- Employ culturally sensitive, accessible communication strategies—including flexible scheduling and securing translation services as needed—to maximize inclusive participation.
- Partner with community liaisons to identify and understand local conservation needs, priorities, and challenges through needs assessments and ongoing dialogues.
- Assist in forming foundational groups and supporting community-led initiatives to advocate for the reactivation of Conservation Districts and natural resource stewardship.
- Coordinate with regional conservation organizations, agricultural entities, and programs like the Statewide Local Working Group to support cohesive, locally driven conservation efforts.
- Build trust and mutual respect within communities, emphasizing long-term relationships and inclusive decision-making.

Expected Outcomes:

- Progress toward reestablishment of active Conservation Districts in Bristol, Essex, Nantucket, Norfolk, and Suffolk counties, improving access to NRCS programs and technical support.

- Engage diverse producers, especially from Underrepresented and Historically Underserved groups, to address conservation challenges across land uses.
 - Increase participation in the Statewide Local Working Group program, fostering broader community involvement.
 - Develop foundational groups to sustain locally driven conservation efforts.
 - Identify key environmental issues through community needs assessments, ensuring conservation aligns with local and environmental justice priorities.
 - Strengthen relationships with community organizations and agricultural stakeholders to promote equitable access and community resilience.
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Required Qualifications and Skills:

- Proven experience in community outreach, stakeholder engagement, or related fields, particularly within diverse or underserved communities.
 - Strong cultural competency, active listening, and excellent communication skills.
 - Ability to develop and implement inclusive outreach strategies that accommodate language, cultural differences, and accessibility needs.
 - Familiarity with natural resource conservation, agricultural production, and other conservation activities.
 - Experience in community assessment, facilitation, and collaborative planning processes.
 - Experience with Microsoft Office applications (Word, Excel, Outlook, PowerPoint, Teams) and G-Suite applications (Gmail, Drive, Forms, Slides, Sheets).
 - General knowledge of State & Federal agricultural conservation programs, or the ability to learn the basic details.
 - Established relationships with community organizations, agricultural groups, or regional conservation entities preferred.
 - Bilingual or multilingual abilities are a plus.
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Reporting Structure:

The Special Outreach Coordinator will report directly to the MACD Program Director and work closely with regional conservation and community engagement staff.

Working Conditions:

- **Location:** The ideal candidate must be based in eastern Massachusetts, with reliable access to the five counties involved in the project.
 - **Environment:** Primarily remote from a home office, with regular travel to conduct in-person outreach, community meetings, and stakeholder engagement activities across counties.
 - **Travel:** Frequent regional travel—most trips are day trips—with occasional overnight stays as necessary.
 - **Transportation:** Candidates must have access to their own vehicle, hold a valid driver's license in Massachusetts, and will be reimbursed for mileage and travel expenses.
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Contract Details:

- **Duration:** One-year contract through June 2026, with the possibility of extension depending on funding.
 - **Hours:** Average of 30 hours per week.
 - **Compensation:** \$40-\$50 per hour, based on education and experience.
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Application Process: Please submit your resume, cover letter, and references to MLeffMACD@gmail.com by **Thursday, June 26, 2025**.