



Director of Land Conservation

Since 1988, The Cibolo Center for Conservation (The Cibolo), located in Boerne, Texas, has transformed lives through the love and healing power of nature, welcoming guests into a beautiful natural Hill Country setting for nature education, environmental research in action, and healthy and enriching community experiences. Participation in water and land conservation, care for wildlife, sustainable agriculture, and celebration of harvest remind guests of their shared humanity, resulting in a community of stewardship, peace, and purpose.

The Cibolo is a rapidly growing conservation organization with an annual budget exceeding \$3.7 million, a campus encompassing over 168 acres in the heart of Boerne, and miles of trails through five distinct ecosystems. The historic Herff Farm and its lush gardens underscore our community's ties to its cultural and agrarian roots. Education programs, including The Nest Nature School, provide nature-based learning for all ages.

These properties also play a critical role in protecting the fragile Cibolo Creek watershed, which contributes hundreds of thousands of gallons per day to the Trinity and Edwards Aquifers, the primary sources of drinking water for the region. Through its conservation efforts, The Cibolo also protects and stewards 88 acres of additional, non-contiguous properties, which we collectively refer to as Sanctuary lands.

The Director of Land Conservation (Director) will lead The Cibolo's land conservation, stewardship, management, and acquisition initiatives. The Director will work in partnership with local and regional conservation organizations, including Hill Country Alliance, Texas Parks & Wildlife, Edwards Aquifer Authority, San Antonio River Authority, Green Spaces Alliance, Texas Nature Conservancy, the Texas Land Trust Council, and the Heart of Texas Conservancy, local and county governments, local universities, and other land protection entities. This position will help create and support opportunities, including educational programming, for protection of more open space in the region. The Director will oversee and manage The Cibolo's 168-acre campus, its Sanctuary lands, and the master planning associated with natural resources and wildlife management. The Director will also oversee research science projects.

Responsibilities

- Reports to the Chief Executive Officer
- Works collaboratively as a member of the leadership team to provide vision, leadership, and oversight of conservation initiatives and to support The Cibolo's mission, vision, and strategic goals
- Supervises, as direct reports, the land steward and research scientist positions
- Works closely with and in support of The Cibolo Board of Directors' Land Conservation Committee
- Oversees all aspects of acquisition and ownership of land and land rights
- Oversees management of The Cibolo's 168-acre campus and its Sanctuary lands



- Ensures that the land manager and research scientist conduct all annual surveying or monitoring of The Cibolo's properties and timely submit all required survey and monitoring reports
- Organizes, hosts, or partners with other conservation organizations, local universities, and local and county governments on projects and educational programs involving land and water conservation, care for native plants and wildlife, and sustainable agriculture
- Oversees research partnerships, community science, and applied management programs to have maximum impact on The Cibolo's mission and goals
- Supports The Cibolo's development and grants personnel in their efforts to seek gifts and grants to support land conservation and acquisition
- Engages in continuing education about local and regional conservation issues and works collaboratively with government, non-profit partners, and alliances to promote conservation and preserve and protect Hill Country lands

Primary Qualifications

- Master's degree required in environmental science, ecology, biology, natural resource management, conservation or related field. Master's degree preferred
- 3+ years of related work experience
- Strong interpersonal, communication, and team building skills
- Ability to lift 30 pounds and walk on uneven terrain

Additional Skills

- Familiarity with real estate land transactions and conservation easements
- Strong record keeping and file management skills

Compensation

Compensation and benefits are competitive and commensurate with experience. Range is \$75,000 to \$100,000.

Application Process

Please submit a letter and resume to **Nature@cibolo.org**. For full consideration, please submit your application materials by Friday, November 6, 2026.

