

Sentinel Landscapes Support Advisor

The Support Advisor role is a full-time, exempt position within the Sentinel Landscape Division of LegacyWorks Group. This role is a remote role with regular travel and will report to the Sentinel Landscape Support Director.

About LegacyWorks Group

LegacyWorks Group (LWG) is a collective of changemakers facilitating ambitious collaborative initiatives to address today's biggest challenges. Through community-driven, place-based initiatives and client-centered consulting Programs, we advance projects and portfolios that deliver transformative impact results while building community resilience and the capacity to rise higher. Funders, impact investors, community based organizations, and government agencies engage us for strategy consulting and planning, collaborative facilitation, impact finance, data dashboarding, and initiative incubation and support. Together we build and strengthen networks, amplify and accelerate collaboration, and enable highly effective collective effort at the scale of landscapes, sectors and systems.

About Sentinel Landscapes

The Sentinel Landscapes Partnership is a coalition of federal agencies, state and local governments, tribal entities, and private organizations that work with landowners and land managers to advance sustainable land use practices around military installations and ranges. The partnership aligns the objectives of the U.S. Department of Agriculture, Department of Defense, and Department of the Interior to strengthen military readiness, conserve natural resources, bolster agricultural and forestry economies, increase public access to outdoor recreation, and enhance landscape resilience.

What You'll Do

The Support Advisor plays a central role in mentoring and coaching Sentinel Landscape Coordinators, guiding their professional growth, and strengthening partnerships to achieve landscape-scale conservation while supporting military readiness. This position also develops a community of practice, while fostering a culture of learning, collaboration, and shared impact across the Sentinel Landscapes Partnership. The Support Advisor extends the impact of the Sentinel Landscapes Partnership by helping new and existing landscapes build strong foundations, implement effective practices, and connect local outcomes to national goals.

The Support Advisor role is integral to:

1. Fostering **trust** and **connectedness** across Sentinel Landscapes by cultivating relationships with Coordinators, federal agencies, state and local partners, NGOs, military installations, and private landowners

2. **Building capacity** and strengthen leadership development by mentoring Coordinators, supporting steering committees and partner working groups, and modeling practices that share power and broaden opportunity
3. Creating space for **authentic engagement** and peer learning by convening Coordinators and partners in ways that ensure belonging, access, and opportunity
4. **Catalyzing collective action and investment** by guiding Coordinators in developing funding strategies, advancing fundraising opportunities, and translating shared goals into measurable outcomes at both the landscape and national scale
5. Supporting systems for **storytelling** and **collaborative data** sharing by equipping Coordinators to capture impact, assess progress, and share stories that highlight diverse voices and strengthen decision making

Your Primary Responsibilities

1. Mentorship & Community of Practice
 - Coach and mentor Coordinators, co-creating development plans, building capacity for professional growth, and supporting early-stage designation landscapes in program setup, partnership engagement, and initial implementation planning, including in person visits (7-10 trips per year)
 - Advise Coordinators on individual work plans, budgets, funding strategies, implementation goals in resiliency, and other critical components to strengthen local partnership effectiveness
 - Foster belonging, access, and opportunity by ensuring all staff and partners can fully participate, contribute, and lead
 - Drive continuous improvement by reflecting on successes, iterating approaches, and fostering curiosity and learning across the community
 - Steward the community of practice through monthly meetings, learning exchanges, and professional development opportunities, and develop tools and resources (handbooks, case studies, templates) to connect local outcomes to national goals
 - Ensure high-quality results by supporting partnerships to demonstrate measurable improvements in effectiveness, collaboration, and achievement of goals through mentorship and coaching
 - Coordinate with REPI support team, the Conservation Finance Network, and other outside service providers to develop learning opportunities and connection
2. Team & Culture Cultivation
 - Directly supervise LegacyWorks-employed Coordinators, including regular check-ins, expense approvals, vacation and sick time management, and growth management processes

- Participate in hiring, onboarding and exiting of LegacyWorks-employed Coordinators
 - Model trust, active listening, and accountability within the Support Organization team, fostering a culture where diverse voices contribute meaningfully
 - Build team capacity through knowledge sharing, co-created goals, and guidance that strengthens collective leadership
 - Embrace complexity and encourage reflection in team decision-making, supporting thoughtful problem-solving
 - Ensure belonging, access, and opportunity internally by creating an environment where team members feel valued, supported, and empowered to lead
3. Storytelling & Reporting
- Capture and communicate Coordinator impact
 - Deliver high-quality reporting for internal and external audiences, including grant deliverables and progress updates
 - Drive improvement in storytelling and reporting by iterating systems and structures based on feedback and emerging needs
 - Link local partnership outcomes to broader Sentinel Landscape objectives and national priorities
 - Support Coordinators in measuring and communicating impact, reinforcing transparency, learning, and evidence-based decision-making
4. Organizational Collaboration
- Contribute to the evolution of LPW's collaborative impact model and support initiatives centered around belonging, access and opportunity
 - Participate actively in team meetings and organizational working groups to foster a cohesive team environment
 - Comply with all LPW's systems and policies including, but not limited to, time tracking, credits card expense reporting, reimbursement requests, and other organizational requirements

Who We're Looking For

We're looking for someone who approaches work with curiosity, openness, and care—someone who notices possibilities others might miss and brings both courage and creativity to exploring them. You listen deeply and center the voices of others, embracing growth with honesty and vulnerability, seeing mistakes as part of the learning process. You move with intention, balancing clear direction with openness to surprise and change, and thrive in the space between steady progress and emerging possibility. Your core skills and experience include:

- Bringing vision to life by co-creating goals and driving disciplined, focused execution

- Communicating candidly and compassionately, keeping messages clear, timely, and accessible
- Embracing distributed leadership, stepping up while creating space for others to contribute and collaborate
- Channeling systems thinking by connecting perspectives to make sense of complexity
- Harnessing technology creatively, using current and emerging tools to advance projects and organizational goals
- Facilitating with confidence and care by guiding diverse groups through challenging conservation and community issues, creating space for dialogue, sense-making, and collaborative solutions
- Mentoring and coaching with intention by fostering professional growth, sharing knowledge openly, and building capacity in others to strengthen collective leadership
- Building and stewarding teams by cultivating trust, aligning diverse reporting structures, and creating cohesion that empowers people to thrive together

Additional desired skillsets are:

- Experience working with military installations, the military services, the REPI Program, and/or the Office of Secretary of Defense
- Experience working with the US Department of Interior, the US Department of Agriculture, and/or the National Fish and Wildlife Foundation
- Communications strategy and implementation expertise
- Experience with federal funding management, grant writing, and/or major gifts cultivation and stewardship

Compensation & Benefits

The salary range for the Support Advisor position is \$100,000-\$120,000 based on relevant qualifications and experience. We offer a comprehensive benefits package, including health insurance, vision and dental coverage, a 401(k) retirement plan, remote work stipend, and unlimited vacation time alongside sick leave.

To Apply

Email a cover letter, resume, and contact information for three references to Jordan Rich at jobs@legacyworksgroup.com, with Support Advisor in the subject line. In your cover letter, please be sure to speak to your values and skills. Applications are only accepted electronically. Applications will be accepted until the position is filled (interviews anticipated for the end of October).

LegacyWorks is proud to be an equal-opportunity employer and is committed to cultivating a diverse and inclusive work culture. LegacyWorks is committed to increasing the diversity of

the team, including board and staff, and continuing to improve compensation and benefits. We welcome candidates of all backgrounds and value life experience and achievements. All employees and applicants for employment are not to be discriminated on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit-based factors.