Request for Proposals
A2A Ecological Connectivity Project Coordinator

Project Overview

The Algonquin to Adirondacks (A2A) Collaborative, in partnership with the Thousand Islands Land Trust (TILT) and regional partner land trusts, seeks a qualified independent contractor to serve as the A2A Ecological Connectivity Project Coordinator for a landscape-scale conservation initiative in northern New York State.

This project aims to strengthen ecological connectivity across the New York State portion of the A2A corridor, one of Eastern North America's last large-scale, intact forest linkages, by building collaboration among land trusts and agencies, engaging the public, and creating tools to support wildlife corridor conservation and stewardship.

For additional context on overarching initiative goals, please see this one-page summary of project outcomes. The Project Coordinator is not responsible for all project deliverables listed in that document; other elements will be led by partner staff and dedicated communications and GIS/fieldwork support.

Project Period: January 2027 – July 2028

Funding Source: New York State Conservation Partnership Program – Conservation Catalyst Grant

Scope of Work and Deliverables

- The contractor will provide coordination capacity to advance collaborative conservation across the New York portion of the A2A corridor. The contract is structured around the deliverables below; the contractor determines how and when the work is done to meet them. Additional related tasks within the project's scope and budget may be added by mutual written agreement.
- The selected contractor will coordinate closely with A2A leadership (Jessica Lax, Bill Brown), TILT staff (Spencer Busler, Jake Tibbles), and partner organization representatives.

A2A Algonquin to Adirondacks Collaborative

1. Collaboration & Partnership Coordination

Deliverables:

- 2–3 virtual roundtables for interested organizations and stakeholders over the project period
- Up to eight partner meetings (approximately quarterly) with core partner organizations
- Ongoing communication and collaboration among partner land trusts, including Thousand Islands Land Trust, Indian River Lakes Conservancy, Tug Hill Tomorrow Land Trust, St. Lawrence Land Trust, and Northeast Wilderness Trust.
- Liaison among land trusts, agencies (including NYS Department of Transportation, NYS Department of Environmental Conservation, NYS Parks), NGOs (including The Nature Conservancy and Ducks Unlimited), and academic partners
- Shared strategies and priorities for ecological connectivity conservation and stewardship, developed with partners

2. Public Engagement & Outreach

Deliverables:

- At least one public engagement event on the A2A corridor and ecological connectivity, co-hosted with each partner land trust
- Educational materials that build understanding of landscape connectivity and conservation
- A curated set of resources and programs for land trusts to share with landowners on connectivity, land conservation, and stewardship
- Species-oriented content (e.g., video, storymap, or informational illustrations), developed with communications contractors
- Map graphics showing ecological corridors and wildlife movement in the region

3. Mapping & Field Work Support

Deliverables:

- Refined priority ecological corridors and core areas, developed with GIS consultants and building on the 2024 Wildlife Corridor Mapping Project
- Ground-truthing of GIS modelling and wildlife crossing hotspots
- Assist with North Atlantic Aquatic Connectivity Collaborative (NAACC) surveys of transportation infrastructure (bridges/culverts)
- Parcel-level corridor evaluation, coordinated with land trusts
- Recommendations aligning conservation priorities with eligible funding streams and DOT infrastructure priorities

4. Project Management & Reporting

Deliverables:

- A project timeline, maintained so deliverables are completed on schedule
- Attendance and engagement records for virtual roundtables and partner meetings
- Participant feedback on the quality and usefulness of events and materials
- Attendance and satisfaction data for public engagement events
- Input to TILT and A2A for grant reporting
- Contributions to a comprehensive final report outlining work completed, implications for landscape-scale connectivity, and recommended next steps

Contract Terms & Budget

Contract Period: Jan. 4th, 2027 – July 31, 2028. Start and end dates are flexible and can be adjusted to accommodate the selected contractor's availability, within the grant period.

Level of Effort: Approximately 1,100 - 1,700 hours estimated over the contract period (averaging roughly 13-20 hours per week); contractor sets own schedule.

Work Location: Remote, with regular travel throughout the project region (Jefferson, St. Lawrence, and Lewis Counties, NY). Participation in partner meetings, public engagement events, and field work in person is part of the deliverables. Reimbursable travel is limited to travel within the project region. Contractors based outside the region are responsible for the cost of travel to and from it.

Independent Contractor Status: The contractor determines their own methods, means, and schedule for completing the deliverables. The contractor provides their own equipment (including computer, phone, software, and vehicle) and may take on other clients during the contract period, provided there is no conflict of interest with this project.

Expenses: Reasonable project-related travel expenses (fieldwork, partner meetings, and public engagement events) will be reimbursed when supported by receipts within a set budget. Travel to and from the project region is not reimbursed.

Compensation: Applicants should propose an hourly rate; the budget anticipates about $35-50/hour, with total fees not to exceed $59,500. Fees are invoiced for hours worked toward deliverables.

Qualifications

We value skills and knowledge gained through many paths, including lived experience, traditional and Indigenous knowledge, community and volunteer work, and time on the land, as well as formal education. No single candidate is expected to have everything listed below. If this work excites you and you bring many of these strengths, we encourage you to apply.

Because the deliverables include fieldwork and events across Jefferson, St. Lawrence, and Lewis Counties, the contractor will need reliable transportation within the region, the ability to participate in outdoor fieldwork, and the authorization to work in the United States as an independent contractor.

Accommodations are available on request.

Skills and experience we're looking for:

- Education, training, or equivalent experience in conservation, ecology, natural resources, environmental science, land-use planning, or a related field
- Experience coordinating conservation, stewardship, or community-based projects
- Experience facilitating meetings and building relationships among people and organizations with different perspectives
- Strong organizational and project management skills
- Clear written and verbal communication
- Ability to work independently while coordinating with multiple partners
- Knowledge of ecological connectivity and wildlife movement, including traditional ecological knowledge
- Familiarity with GIS or interpreting maps and spatial data
- Experience with land trusts, land protection, or conservation easements
- Experience with public engagement and community outreach
- Knowledge of northern New York ecosystems and the A2A landscape
- Relationships with regional conservation organizations and Indigenous communities
- Experience working with government agencies (e.g., DOT, DEC)
- Grant management and reporting experience

Proposal Requirements

Interested contractors should submit the following materials:

1. Cover Letter (2 pages maximum)

- Overview of your interest in and qualifications for this contract
- Your understanding of the A2A corridor and its ecological significance
- Approach to facilitating collaboration among diverse partners
- Your proposed hourly rate

2. Resume or CV

- Relevant education, experience, and skills

3. Work Samples (Optional)

- Examples of relevant previous work (e.g., project reports, meeting facilitation materials, public engagement content)
- Maximum 3 samples

4. References

- Name, title, organization, relationship to you, email, and phone number for three professional references

Submission Deadline & Contact

Deadline: Thursday, Dec.10, 2026. Proposals will be reviewed on a rolling basis, so applicants are encouraged to submit early.

Submit to: Jessica Lax, Executive Director, A2A Collaborative, at jess@a2acollaborative.org. Please send all materials by email, with "Ecological Connectivity Project Coordinator" in the subject line.

Questions about this RFP may be emailed to the same address. Answers will be added to this RFP, so all applicants have the same information. To keep the process fair and timely, we are not scheduling individual calls before proposals are reviewed.

About the Organizations

Algonquin to Adirondacks (A2A) Collaborative

The A2A Collaborative facilitates collaboration among land trusts, government agencies, NGOs, and university partners to maintain and restore ecological connectivity across the 8-million-acre A2A landscape connecting Algonquin Provincial Park in Ontario to Adirondack Park in New York. The A2A provides critical wildlife corridors and is of continental conservation importance.

Thousand Islands Land Trust (TILT)

Founded in 1985, TILT works to conserve the natural beauty, diverse wildlife habitats, water quality, and outdoor recreation opportunities of the 1000 Islands region for present and future generations. TILT has conserved nearly 15,000 acres through fee ownership and conservation easements, with seven full-time staff and over 1,000 supporters.

Additional Information

- This is an independent contractor engagement; the contractor will be responsible for their own taxes, insurance, and benefits.
- A2A is an equal opportunity organization and encourages proposals from individuals of diverse backgrounds.
- The contractor will be expected to represent the A2A Collaborative professionally in all interactions with partners and the public.
- Work products created under this contract will be owned by TILT and the A2A Collaborative.