



Executive Director Job Announcement

Position Overview

Great Peninsula Conservancy seeks an inspirational leader who is passionate about land conservation to take our growing and successful land trust to the next level. During the last decade, Great Peninsula Conservancy has experienced tremendous growth: doubling its assets to over \$13M (land - \$11M and cash/investments - \$2M), more than tripling its annual revenues (grants and donations) to over \$3M, expanding its portfolio of lands conserved five-fold, and tripling its community outreach to over 2000 people. The new leader will be expected to continue this exciting but challenging growth trajectory as GPC races to save critical habitat and cherished lands on the Great Peninsula of west Puget Sound while there is still time.

Organizational Profile

Great Peninsula Conservancy (www.greatpeninsula.org) is an accredited, nonprofit land trust that works to protect forever the natural habitats, rural landscapes, and open spaces of the Great Peninsula—a region that includes Kitsap, north Mason, and west Pierce counties on beautiful Puget Sound, Washington. GPC's conservation program is focused on four initiatives: Shorelines, Streams, Forests, and Community Greenspaces. Since 1980, Great Peninsula Conservancy has protected over 10,000 acres through acquisitions, conservation easements, and partnerships. With an engaged and generous membership, GPC works with conservation and outdoor recreation groups, state and tribal agencies, and local governments to accomplish its mission. GPC has an annual operating budget (exclusive of land acquisitions) of nearly \$800,000 and a staff of 8. GPC's office is located in Bremerton, a quiet community with a large Navy base and shipyard, a burgeoning network of land and water trails, a natural heritage tied to forestry and salmon fisheries, and with commuter access to Seattle via the state ferry system.

Responsibilities

The Executive Director is the chief executive officer of Great Peninsula Conservancy and provides leadership in achieving GPC's mission, ensuring organizational sustainability, supervising staff, and supporting the Board. The Executive Director is the public face of the organization and maintains strong relationships with donors, partners, and community leaders.

Leadership and Management

- Work collaboratively with the Board and staff in creating a strategic vision for the organization and in implementing the vision in partnership with local communities.
- Work closely with staff in implementing GPC's conservation, stewardship, fundraising, and outreach programs, and in administering GPC's financial resources and real property assets.
- Ensure organizational sustainability through maintaining annual and long-term financial health, conforming to legal and regulatory requirements, maintaining accreditation, and adopting and implementing appropriate GPC policies.
- Develop an annual budget and program of work for the organization. Provide periodic reporting on the financial condition and programmatic accomplishments of GPC.
- Stay abreast of current environmental, operational, and community issues and inform the Board about concerns relevant to the mission, purpose, and operation of GPC.
- In partnership with the Board, identify, recruit, and engage new Board members to keep GPC connected to the communities we serve. Provide a meaningful and fulfilling experience for all Board members.
- Hire, train, and retain a professional staff to maintain a high performing organization.
- Create an inclusive and team-oriented work environment for GPC employees.
- Establish performance measures and conduct evaluations of staff to guide employee development.

Fundraising

- Lead and grow GPC's major gifts program by maintaining close relationships with donors, engaging them in GPC's mission, soliciting major gifts, and involving Board members in helping to sustain relationships with donors.
- Lead GPC's legacy gifts program by marketing the program to members, developing relationships with prospects, and soliciting legacy gifts.
- Direct any capital campaigns that GPC undertakes in partnership with GPC's development team.

Outreach

- Engage GPC members, local communities, partners, stakeholders, political leaders, the public, and media in the mission and goals of GPC. Serve as the public face of GPC.
- Develop partnerships, build coalitions, and mobilize financial, community, and political support for key projects.
- Lead GPC's efforts to engage with diverse communities targeting populations with limited access to or familiarity with the outdoors.
- Advocate for state and federal policies, programs and budgets in support of private land conservation.

Conservation and Stewardship

- Oversee GPC's conservation and stewardship programs, including acquisitions of new lands and conservation easements and stewardship of GPC's portfolio of conserved lands.
- Ensure GPC takes a strategic approach to land conservation, aligning our acquisition program with regional priorities, funding opportunities, and community needs.
- Ensure GPC takes a proactive approach to managing lands under our ownership and care.

Required Qualifications

- Inspirational leader with a passionate commitment to the mission, values and goals of GPC.
- Demonstrated ability to hire and lead a team of talented and dedicated staff, delegate authority, and set clear expectations to achieve successful outcomes.
- Demonstrated personal success in fundraising for major gifts and an ability to lead others to work as a team to fundraise.
- Strong fiscal management and budgetary expertise.
- Five or more years of leadership experience, involving aspects of program management, staff supervision, donor/client relations, public outreach, and financial management, preferably in a nonprofit setting.
- Aptitude for connecting with people and inspiring them in one-on-one conversations, when speaking to large groups, and in writing.
- Strategic thinker with an ability to identify future risks and opportunities, and develop adaptive mechanisms.
- Bachelor's degree in a field related to GPC's purpose, or equivalent experience and expertise.
- Ability to work in an office setting and operate a computer, copier, phone, and other office equipment.
- Proficient in MS Office programs, with expertise in Word, Excel and PowerPoint.
- Valid WA driver's license and ability to travel to meetings and events.

Desired Qualifications

- Experience working with a volunteer Board to engage them in furthering an organization's mission.
- Experience with real estate transactions.
- Familiarity with local, state, federal, and private funding for land conservation.
- Experience working in collaborative partnerships.
- Familiarity with local fauna and flora and understanding of land stewardship.

Compensation

Starting Salary Range: \$75,000 to \$85,000
GPC offers a competitive benefits package.

To Apply

Please submit your cover letter and resume as a single file titled with your full name and date to:
sandra@greatpeninsula.org. **Application Deadline: March 4, 2019.** Preferred start date is June 1, 2019.