The Organization: Conservation Trust for North Carolina (CTNC) seeks to conserve land in ways that inspire and enable people to build resilient, just communities. CTNC defines a resilient community as one where people are meaningfully engaged and empowered, where leadership is responsive to community needs as defined by its residents, and where its people are able to respond to climate-related disasters by rebuilding or adapting in ways that make them stronger and more prepared for future challenges.

CTNC’s conservation model is grounded in the land, yet powered by the people. CTNC seeks to deliver best-in-class conservation success by protecting climate-resilient land along the Blue Ridge Parkway; piloting community-based conservation strategies in flood-prone areas including Princeville, NC., and launching a North Carolina Resilience Service Network to deploy AmeriCorps members for climate action. Alongside community partners, CTNC commits to a process that increases funding for land and water conservation, factors the impacts of climate change into long-range plans, increasingly connects conservation to individual and community needs, and seeds equity and inclusion throughout the conservation sector. This commitment is reflected in CTNC’s updated strategic vision.

CTNC’s mission and vision reflects its value for diversity in its many forms: diversity of demographic identity, experience, and thought. We seek to create an inclusive work culture where all staff and board members are valued for the diversity they bring to the organization. CTNC commits to using its institutional power and influence to push for systemic change that supports underrepresented and marginalized communities. At the personal level, CTNC calls upon all staff and board members to commit to ongoing learning about racial oppression and ongoing efforts to realize racial equity in conservation. To do this, CTNC is committed to its own process of transformation and holding ourselves accountable to leading with values instead of outcomes. CTNC measures its success by how well it applies those values to conservation actions in service to North Carolina communities.

The Opportunity. CTNC’s Executive Director will retire at the end of 2023. The Board of Directors seeks a collaborative, values-based, experienced leader to continue and grow the organization’s work to conserve lands in ways that inspire and enable people to build resilient, just communities.

The Executive Director is responsible for the overall leadership, strategy, and operation of the organization. These responsibilities include managing a complex budget of approximately $2M in annual operations, $4.5M in invested loan funds, and conservation properties valued at more than $5M*; leading a diverse team of nine staff, including five direct reports; playing a key role in fund development planning and implementation; developing and sustaining relationships at the community, state, and national level; and maintaining a strong relationship with the Board of Directors.

*This value changes as properties are added to or removed from CTNC ownership to the National Park Service or other public entities.

Essential Responsibilities

Organizational Operations and Culture

- Ensure that CTNC’s structures, systems, and processes meet organizational needs and align with the organization’s values
- Center equity in the organization’s systems, processes, and decisions, which includes internal work with team and external work with donors and partners
- Invest in the professional growth of staff through mentorship and access to ongoing learning and training
• Gather input from staff and work with board to set the strategic direction for the organization, including oversight of CTNC’s next strategic planning process and plan implementation
• Maintain a culture where staff can develop creative approaches to community-based, equity-focused resilience and conservation programs
• Run the day-to-day operations of the organization, including oversight of all personnel decisions

External Relations and Strategy
• Articulate CTNC’s vision to a range of stakeholders at the community, state, and national levels, marshalling financial, bi-partisan political, and partner support
• Center CTNC’s values at the center of all relationships—including those with communities, funders, decisionmakers
• Continue to build organization’s national visibility within the land trust and conservation sectors
• Serve as the face of and spokesperson for CTNC’s equity-centered approach to community-based conservation and resilience strategies
• Play a key role in government relations, working with partners to ensure CTNC’s interests have presence at the NC General Assembly and in Congress

Fiscal Strategy
• Oversee financial management of a complex enterprise that includes restricted grants, federal grants, and loan funds
• Lead efforts on financial optimization and sustainability
• Ensure the organization makes sound, financially sustainable business decisions
• Maintain relationships with existing funders, including individuals, private foundations, and government agencies; cultivate relationships with new supporters, paying particularly attention to cultivating new major donors
• Develop a solid fund development plan that includes a planned endowment campaign as well as opportunities to increase unrestricted funding

Board Management and Board Development
• Communicate in a consistent, transparent way to a working board of directors, alerting them to both opportunities and challenges
• Ensure both current board members and new board members have a solid understanding of the organization’s mission and programs
• Recruit active, engaged board members who are aligned with the organization’s mission

Strategic Community Partnerships
• Provide organizational leadership that ensures CTNC’s programmatic work and commitment to equity is actionable
• Advance CTNC’s model for and path to community resilience
• Evaluate successful community-based projects and work with the CTNC and community partners to expand and replicate as appropriate
• Develop and implement community-based programming aligned to CTNC’s mission and vision, helping programs secure resources and funding

Essential Requirements
• Demonstrated commitment to CTNC’s mission to conserve land in ways that inspire and enable people to build resilient, just communities
• At least seven years of senior nonprofit management experience; experience leading in the conservation, climate change solutions, or community resilience context preferred
• Successful track record of leading an equity-centered organization
• Proven track record in financial management, including budget preparation for multiple audiences, analysis, decision-making, and reporting
• Excellent communication skills, with a demonstrated ability to communicate and connect with a range of audiences, including those groups and communities that have been historically marginalized
• Demonstrated experience cultivating donor relationships

**SALARY**

Hiring range $125,000 - $140,000, with the exact salary depending on experience.

In addition to salary, CTNC offers benefits that are in line with best practices of its peer group: employees are eligible for a 403(b) retirement plan, long-term disability insurance, access to 24/7 employee mental health assistance, and group health insurance and health savings account. CTNC currently offers 12 paid holidays, two paid religious observance or service days, vacation, bereavement, sick, family, and medical leave. CTNC is a Certified Family Friendly NC Employer.

Beyond standard benefits, CTNC funds employees’ participations in anti-racism training and learning as well as other individual professional development opportunities.

**TO APPLY**

CTNC is committed to cultivating a workplace in which diverse perspectives and experiences are welcomed and respected and values diversity of all kinds in its workforce. We are proud to be an Equal Opportunity Employer. CTNC prohibits any discrimination in carrying out its mission on the basis of race, color, religion, sex, age, national or ethnic origin, disability, marital or veteran status, sexual orientation, gender expression, or membership in any other legally protected class. This includes all programs, projects, events, and any other related activity sponsored by CTNC.

We strongly encourage individuals with diverse backgrounds to apply.

Please submit a cover letter and resume to kelley@elinvar.com.

Applications will be considered as they are received and accepted until the position is filled. You are encouraged to apply promptly.