



# Nisqually Land Trust

## Executive Director Position Announcement

### March 2020

#### Who we are:

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Nisqually Land Trust (NLT) is a nationally accredited regional land trust based in Olympia, Washington. We are committed to protecting and preserving the Nisqually River Watershed, one of the most pristine watersheds in Washington State despite its location amid an increasingly urbanized landscape.

NLT is the lead nonprofit conservation organization in the Nisqually River Watershed. Our vision is to protect, restore, and manage the natural and wild aspects of this river basin while cooperating with watershed communities to support an ecologically sustainable way of life. Our mission is to acquire and manage critical lands to permanently benefit the water, wildlife, and people of the Nisqually River Watershed.

We are guided by our core values of conservation leadership, organizational integrity, partnership, respect, stewardship, and sustainability. We focus primarily on acquisition and stewardship of habitat for threatened wildlife species, *and* we believe that permanent conservation requires healthy local economies and vibrant local cultures.

#### What we do:

- We permanently protect critical lands in the Nisqually Watershed
- We actively manage Land Trust properties and conservation easements
- We grow the Land Trust's role as a community institution
- We ensure the financial sustainability of the Land Trust
- We ensure organizational effectiveness

For more information please visit our website: <http://nisquallylandtrust.org/>

#### Where we call home:

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The Nisqually River is fed by meltwater from five glaciers on Mount Rainier and flows into south Puget Sound through the Billy Frank Jr. Nisqually National Wildlife Refuge, the site of the largest estuary-restoration project on the Pacific Coast. The Nisqually is the only river in the United States with its headwaters in a national park and its delta in a national wildlife refuge, which provides exceptional protection at two of its most vulnerable points. The Nisqually is located within an hour's drive of three metropolitan areas yet remains one of the healthiest and least developed of the major Puget Sound rivers.

Along its 78-mile course, the Nisqually River traverses forests, mountains, and farmlands in three counties (Thurston, Pierce, Lewis), several small towns, the Nisqually Indian Reservation, and Joint Base Lewis McChord. It then enters Puget Sound near the site of the region's first European settlement.

### **The leader we are looking for:**

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NLT seeks a highly skilled, collaborative, mission driven, Executive Director to lead us in our pursuit of innovative strategies, entrepreneurial programing and organizational excellence.

You care deeply about water quality, fish and wildlife, and the quality of life of the people living within the Nisqually River Watershed. You are known for your ability to lead an exceptionally talented team, engage a strong board, think strategically and holistically yet also drive tactics and projects to fruition. You are passionate about identifying sustainable ways that bring people and funding opportunities together to meet unified goals. You have confidence in your skills and knowledge and humility to reflect, listen to understand, and be changed. You are authentic, transparent, approachable, and love working with people from all walks of life. You are known for your enthusiasm, sense of humor, and your desire to muck around in the mud versus putting on a tie and suit. You are full of energy, can maneuver complex political situations effectively and quietly, and can present the unvarnished truth in an appropriate and helpful manner. You are entrepreneurial, courageous enough to take risks, shoulder responsibility, fail occasionally and continually learn.

#### **You will:**

- Work in partnership with private landowners, community partners, conservation groups, local, state, county, and federal agencies, and tribes to acquire and conserve priority conservation lands.
- Work collaboratively and inclusively with internal and external stakeholders to imagine possibilities, solve problems, innovate, set goals and expectations to shape the future and ensure the ongoing health of the organization.
- Manage, lead and support a team of seven to meet expectations, goals, and strategic outcomes.
- Collaborate with a board of twelve to set vision, policy and strategy for the organization.
- Achieve short/long range fundraising goals, and expand donor base, by harnessing the abilities and interests of donors, funders and stakeholders.
- Ensure the organizations long-term financial health by providing timely, accurate and comprehensive financial information, systems, policies, and procedures.
- Maintain compliance with the Land Trust Alliance requirements to sustain accreditation status.

**Skills, competencies, and qualifications of the ideal candidate:**

- Seasoned skills in leading and managing staff at all levels of experience to meet goals and outcomes.
- Strategic thinker.
- Demonstrated ability to handle sensitive information effectively and confidentially.
- Outstanding written and oral communication skills including engaging and effective presentation and public speaking skills.
- Demonstrated understanding of nonprofit accounting best practices and ability to oversee planning, management and execution of an operating budget of \$1 million and an investment portfolio of several million.
- Prior land trust / conservation experience is highly desirable.
- Experience working with American Indian Tribes is preferred.

**Compensation and Benefits**

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Nisqually Land Trust offers a competitive salary \$80,000 to \$100,000 and comprehensive benefits package including:

- Generous paid time off
- Medical, Dental and Vision Insurance
- Retirement plan with employer match

**To Apply**

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Please submit a resume and letter of interest to:

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