

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

POSITION SPECIFICATION

CHIEF EXECUTIVE OFFICER Audubon Canyon Ranch Glen Ellen, CA

Brakeley Search

formerly known as Leadership Search Partners,
is a search firm focused exclusively on the nonprofit sector.
As a division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with
local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Senior Partner and Director, Talent Acquisition,
Stacey Konner, CPSP, CDSP
is leading this search assignment. Inquiries may be made, in confidence,
to Stacey Konner at skonner@brakeleysearch.com.

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TITLE: Chief Executive Officer

ORGANIZATION: Audubon Canyon Ranch (ACR)

LOCATION: Bouverie Preserve in Glen Ellen, CA

REPORTS TO: Board of Directors

AUDUBON CANYON RANCH'S MISSION

Connecting nature, people and science in a rapidly changing world.

ABOUT AUDUBON CANYON RANCH

Audubon Canyon Ranch (ACR) is an environmental conservation and education organization. It was founded in 1962 to save a major heronry and block commercial development of Bolinas Lagoon in western Marin County, leading the way for the protection of Tomales Bay to the north. Today, Audubon Canyon Ranch stewards a system of nature preserves totaling 5,000 acres across 26 properties in Marin and Sonoma counties and conducts conservation science that in turn informs its education programs and directs its work on some of the region's most challenging environmental issues.

ACR's conservation science program has monitored the North Bay region's nesting successes of herons and egrets for over 40 years, collected long-term data sets on wintering shorebird and waterbird populations on Tomales Bay for over 30 years, and is using GPS to track the movements of individual mountain lions in the Sonoma Valley and Great Egrets and Long-billed Curlews on the coast.

ACR's Fire Forward program, founded in 2017, is advancing ACR's community's ability to use "good fire" to reduce risk and build ecosystem resilience against climate-driven wildfire events.

ACR's experiential nature education program, which turned 50 in 2020, has connected more than 300,000 Bay Area children and adults to the wonders of nature, cultivating environmental literacy and a conservation ethic. ACR also stewards cultural treasures in their care, including the literary legacy of American author M.F.K. Fisher at her Last House at Bouverie Preserve.

ABOUT THE OPPORTUNITY

Audubon Canyon Ranch engages and affects the community through its mission of "connecting nature, people, and science in a rapidly changing world", its ecologically-significant properties and preserves, and its varied stewardship, research, and education programs. The new CEO

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will accomplish their goals in collaboration with a strong talented staff of 33 and volunteer cohort of 400.

It's an exciting time for ACR and for the next CEO. ACR will complete a four-year strategic plan in 2022. The new CEO will be poised to evaluate ACR's progress towards the strategic plan with the board, staff, and volunteers, factoring in the effects of the pandemic in looking to future plans for ACR.

While ACR has a healthy endowment which provides financial stability, philanthropic support and other revenue must increase to ensure a balanced budget not dependent on draws from the endowment. The next CEO will play a key role to strengthen and grow fundraising and grant income. Building and strengthening partnerships and alliances will also be an important goal and includes continuing dialogue with local tribal leaders.

The new CEO should see the big picture, be a visionary, and see ACR's place in it. The future for ACR is bright.

The position is based at ACR's Bouverie Preserve in Glen Ellen, California.

Key Responsibilities

Organizational Leadership and Management

- Lead the organization in the development and implementation of long-term vision, strategies, and goals
- Oversee all programmatic, operational, financial, marketing, communications, and fundraising activities
- Manage and inspire staff, leading the team toward the organization's mission
- Foster an organizational culture of shared values, results, learning, innovative thinking, accountability, and collaboration
- Maintain an effective and collaborative working relationship with the Board of Directors as a whole and with individual board members
- Serve as the principal resource to the Board of Directors and its key committees and give strong direction in policy formulation and interpretation
- Serve as a compelling spokesperson and ambassador for ACR's vision, strategy, and programs among board, staff, volunteers, donors, collaborators and other key stakeholders, and the community at large
- Cultivate and maintain strong relationships with major donors, foundations, peer organizations, and government agencies

Fiscal Management

- Develop, manage, and monitor organizational budget in partnership with the Chief Operating Officer, Chief Financial Officer, and the Board of Directors
- Monitor endowed and invested funds in partnership with the Chief Financial Officer

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- Strategically link revenues and resource allocation to facilitate and manage organization and programmatic growth
- Oversee the presentation of organizational progress reports to the Board of Directors

Strategic Planning

- Develop and execute a strategic plan in conjunction with the Board of Directors and the senior leadership team

Land Protection, Restoration, and Programs

- Lead the conservation science, stewardship, and environmental education programs toward organizational goals
- Provide leadership that prioritizes and supports responsible stewardship of ACR properties and facilities

Fundraising

- Deepen and expand relationships with diverse funding sources, including public agencies, foundations, corporations, and individual donors
- Drive key results in fundraising by working with the Director of Philanthropy and Board of Directors in a successful fund development plan
- Steward and solicit key donors with volunteer leadership and staff

Professional Experience/Qualifications

Experience:

- 5+ years of experience in a senior leadership role, including staff management of 3+ direct reports and a staff of 20+, and budgetary accountability of at least \$3M
- Experience with oversight of complex, diverse range of programs or operations
- Experience developing and executing strategic plans for an organization
- Track record of building relationships and working effectively with partners, funders, business leaders, and the community
- Demonstrated experience inspiring volunteers and employees with development and retention of staff

Skills:

- Outstanding communicator with excellent speaking, writing, and listening skills
- Ability to publicly advocate on behalf of ACR
- Big picture thinker who understands how to increase, diversify, and optimize multiple funding sources
- Proficiency in financial management and analysis
- Comfortable with face-to-face solicitation of five- and six-figure gifts

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- Ability to plan and execute on specific metrics to achieve organizational goals
- Ability to build relationships with volunteers, donors, partner organizations, and government agencies
- Familiarity and understanding of California environmental issues
- Familiarity with natural resource protection, including the principles of ecology and conservation biology

Personal Characteristics:

- A leader who enjoys being the public face of an organization
- Problem solver who is comfortable making tough decisions and communicating them with transparency
- High degree of emotional intelligence and empathy
- Appreciation for social justice issues and how the environment ties in
- Commitment to principles of cultural humility in working with diverse communities

Education:

- Bachelor's degree required
- Graduate degree preferred

Highly Preferred:

- Ability to work with political leaders individually and in groups to achieve advocacy objectives
- Capital campaign experience
- Chief Executive Officer/Executive Director experience

COMPENSATION

A highly competitive compensation and benefits package will be made available to the qualified candidate. The salary range is \$155,000 to \$180,000. Relocation support is negotiable.

TO APPLY

Brakeley Search is conducting this search on an exclusive basis on behalf of ACR. Interested candidates should apply via email by sending a resume and a letter outlining qualifications as PDF or Word documents to Chelsea Burr at CBurr@BrakeleySearch.com with "Chief Executive Officer ACR" in the subject line.

EOE STATEMENT

At Audubon Canyon Ranch we believe that multiple perspectives and diversity create a stronger work environment and drive innovation. By building a culture where differences are valued, all voices are heard, and people are encouraged to bring their full, authentic selves to work, we are much more likely to succeed. Audubon Canyon Ranch does not discriminate on the basis of, or the perception of, race, ethnic group identification, ancestry, color, religion, age, gender, national origin, sexual orientation, disability, marital status, medical condition, and status as a veteran, in any of its employment activities.

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