



Position Announcement: Executive Director

Midcoast Conservancy, a vibrant regional land trust, is seeking a collaborative entrepreneurial leader to advance our mission of protecting vital lands and waters on a scale that matters and inspiring wonder and action on behalf of all species and the Earth.

Formed from the merger of five local conservation organizations, Midcoast Conservancy has successfully operated extensive conservation programs in midcoast Maine since 2016. We continue to build on our founding organizations' successes in conserving and managing lands, climate resiliency, watershed restoration and protection, and community engagement in outdoor education and recreation. Focusing on the interconnectedness of conservation and the health of our communities, we seek innovative ways to support environmental health and economic sustainability. Land, water and community are the soul of our work.

Midcoast Conservancy is a growing organization with a budget of \$1.25M+, 1,200+ members, 13,000+ acres of conserved lands, outdoor education and recreation programs, and water quality monitoring and natural resource-based enterprises in three watersheds. Governed by a 13-member Board of Directors, the organization has 12 full-time staff and additional seasonal watershed protection staff, active local councils, and several non-profit and community partners. More information can be found at www.midcoastconservancy.org.

Reporting to the Board of Directors, the Executive Director will chart a pathway to significantly increase the pace and scope of land conservation, integrate and unify our members' and communities' shared commitment to conservation, expand and strengthen strategic partnerships, provide strategic leadership, and manage staff and volunteers to implement the organization's strategic goals and priority activities. For a full description of the position and its responsibilities, please download our position profile: https://www.midcoastconservancy.org/wp-content/uploads/2020/10/MC_ED_PositionProfile_final.pdf

Ideal candidates for this position will bring a variety of experiences and attributes to Midcoast Conservancy, including:

- Executive or senior level management experience
- Knowledge of land conservation and water protection strategies
- The ability to be a visionary leader and effective spokesperson comfortable working with all constituencies
- The proven capacity to coach, manage, and develop engaged and diverse teams of staff and volunteers
- Demonstrated skills in finance and budgeting, and in communicating that information effectively
- A successful track record in fundraising and development, and in identifying revenue opportunities
- Experience in growing programs and working in collaborative partnerships
- Effectiveness in stewarding relationships and building new community connections
- Successful experience leading strategic planning and organizational development
- Supportive of strong board engagement and organizational governance
- Value working with cultures that may be unfamiliar and appreciate the unique traditions, lifeways and industries of rural Maine
- Value continuing education and learning, including First People's cultural and historical relationship with our lands

To apply, please submit a letter of interest, resume with references, and salary requirements to Searchcommittee@midcoastconservancy.org. Applicants are encouraged to submit by December 15, 2020.

All submissions are confidential.

Midcoast Conservancy is an Equal Opportunity Employer and actively seeks a diverse pool of candidates. People from historically and currently under-represented communities are strongly encouraged to apply.

