



Executive Director

ORGANIZATION: Natural Areas Conservancy
POSITION: Executive Director
REPORTS TO: Board of Directors
LOCATION: New York, NY; hybrid
INFORMATION: naturalareasnyc.org
TO APPLY: Please send cover letter and resume as one PDF to NACED@pbrsearch.com with title format “Last Name First Name – Letter Resume” and complete the Voluntary Self Identification [form](#). This will assist us in improving our hiring practices and ensuring equal opportunities. Participation is voluntary and will not affect your candidacy in any way.

BACKGROUND

Through its visionary leadership and high impact staff, the Natural Areas Conservancy (NAC) champions urban natural areas in New York City and across the nation through innovative [research](#), partnerships, and [advocacy](#). NAC increases the health and resilience of urban forests and wetlands, catalyzes [connections](#) between people and nature, and [strengthens](#) the environmental workforce.

Started in 2012, the Natural Areas Conservancy is the first park conservancy dedicated exclusively to New York City’s natural areas – 20,000 acres across all five boroughs. Since 2019, NAC has also worked on a national scale through the [Forests In Cities Network](#), leading representatives from more than 20 cities across the US to strengthen research, information sharing, and communication efforts to enhance the field of urban forest management. Through local, regional, and national work, NAC’s goal is to have all people feel welcomed, inspired by, and connected to the natural world. The organization currently has a staff of 20 and an operating budget of \$4.4M.

POSITION

The incoming executive director will set the future direction for the organization at this pivotal moment. They will succeed the co-founder and executive director who has capably led the organization for 14 years and built a reputation for the organization as a trusted partner whose work is rooted in the science of why natural areas matter and how to care for them. The executive director’s charge includes working closely with staff, board members, the NYC Parks Department, and community partners to define a strategic plan encompassing organizational growth and development, scientific research, public programs, external relations, and financial and operational sustainability. The ideal candidate is a compelling and visionary leader with a proven ability to inspire motivated teams, forge effective partnerships, and drive sustainable growth.

RESPONSIBILITIES

Strategic Leadership

- Collaborate with staff, board members, and partners to shape the future of the Natural Areas Conservancy, including finalizing the organization’s strategic plan and setting targets for desired impact at the local and national levels.
- Lead the senior team responsible for research, public programs, advocacy, finance, and fundraising. Ensure that organizational resources are deployed effectively in support of the goals of the strategic plan.
- Communicate the vision for the Natural Areas Conservancy so that all internal and external stakeholders understand NAC’s primary goals and know how their work and partnership contribute to making them a reality.
- Set clear, measurable goals to keep the Natural Areas Conservancy on the path to becoming an influential local and national organization.

Team Leadership

- Provide inspiring leadership that motivates the team, fosters collaboration and communication across departments, and ensures that the organization has strong leaders in key positions. Ensure that staff see how their specific roles contribute to the overall mission of the organization.
- Work with senior leadership to ensure that the Natural Areas Conservancy has a positive, collaborative, and supportive culture that attracts and retains staff, provides opportunities for professional development, and has robust HR practices.
- Nurture an integrated and inclusive work culture rooted in open communication and a shared sense of purpose.

Fundraising and External Relations

- Work with the deputy director of development and the board of directors to ensure that the Natural Areas Conservancy continues to have a comprehensive and diverse fundraising plan.
- Serve as a compelling and engaging spokesperson and advocate, with the ability to succinctly and clearly explain NAC's scientific approach and outcomes to broad audiences with a range of knowledge levels.
- Identify, strengthen, and sustain relationships with a variety of partners and stakeholders, including funders, community partners, elected officials, and collaborators at the NYC Parks Department.
- Continue to expand recognition of the Natural Areas Conservancy, both locally and nationally, as a leader in the field of urban conservation.

Board Relations

- Work closely with an engaged and active board to determine and evaluate the strategic direction for the Natural Areas Conservancy.
- Develop strong relationships with each board member, ensuring their contribution to the Natural Areas Conservancy is aligned with their interests and organization's needs.
- Partner with the current board to attract, engage, and retain board members who can help the organization realize its mission and vision.

Financial and Operational Leadership

- Collaborate with senior team members to ensure that the Natural Areas Conservancy's operations and finances are aligned with best practices and the strategic plan.
- Provide strategic direction to the organization to ensure its overall financial health and sustainability.

QUALIFICATIONS

Experience – Required

- Significant executive leadership experience, with a track record of setting and realizing outcomes-oriented objectives in collaboration with an engaged board and dedicated staff
- Experience working in an organization relevant to NAC's mission of championing urban natural areas through research, partnerships, and advocacy
- Experience building strong relationships with external partners, including but not limited to government agencies, nonprofit organizations, and research institutions
- A passion for fundraising from diverse sources, collaborating with an active and engaged board and development staff, and building donor relationships
- Experience setting and managing budgets and revenue streams

Experience – Preferred

- Public-private partnership experience
- Background in environmental studies or a related area
- Connection to New York City
- Demonstrated success in fundraising

Personal Attributes

- Committed to NAC's mission, with a deep interest in and passion for natural areas management in an urban setting
- Superior managerial and interpersonal skills, and experience leading a highly capable staff in ways that emphasize collaboration and teamwork
- Ability to operate at a high strategic level while being grounded in the work of the team
- Strong written and verbal communication skills, including the ability to communicate science and impact in a compelling way to a wide variety of audiences
- Emotional intelligence; natural ability to engage with diverse audiences, including staff, board members, partners, funders, government officials, and community members

COMPENSATION

- Anticipated salary is \$175K - \$225K, commensurate with qualifications and experience
- Comprehensive benefits package, including medical and dental insurance, retirement contribution match, and generous paid time off

Natural Areas Conservancy is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. Natural Areas Conservancy will provide reasonable accommodations for qualified individuals with disabilities.