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## NATIONAL AUDUBON SOCIETY PENNSYLVANIA

### VICE PRESIDENT AND EXECUTIVE DIRECTOR

*AUDUBON, PA*

#### BACKGROUND

For more than a century, the **National Audubon Society (Audubon)** has championed the protection of birds and their habitat. Its mission is to conserve and restore natural ecosystems, focusing on birds, other wildlife and their habitats for the benefit of humanity and the earth's biological diversity.

Achieving its mission by engaging people in bird conservation on a hemispheric scale through science, policy, education, and on-the-ground conservation action, Audubon is defined by its unique and powerful grassroots network of 463 local chapters, 22 state offices, 41 Audubon Centers, Important Bird Area Programs in 50 States and 700 staff across the country. As part of BirdLife International, Audubon joins people in more than 100 countries working to protect a network of Important Bird Areas (IBAs) around the world, leveraging the impact of actions they take at a local level.

Through its efforts in science, education, and policy, Audubon Pennsylvania offers a comprehensive approach to conservation that achieves measurable results. Audubon Pennsylvania's mission of conserving and restoring natural ecosystems, focusing on birds, wildlife, and their habitats, helps to shape the Commonwealth's conservation agenda. Working with state, local and federal officials, along with a network of chapters, volunteers and strategic partners, Audubon PA is protecting and restoring Pennsylvania's natural heritage.

Audubon PA is also "connecting people with nature" by developing a network of Audubon Centers and using proven and innovative education programs to promote a lifelong conservation ethic. To learn more about Audubon Pennsylvania, please visit their website at <http://pa.audubon.org/>.

#### NATIONAL AUDUBON SOCIETY

Each year, more than 10 billion birds use major flyways to travel up and down the continent and to points beyond. Underneath these flyways are migratory rest stops and the homes for non-migratory birds that are critical to birds' survival. By mobilizing and aligning National Audubon's unparalleled network of chapters, centers, state programs, and Important Bird Area (IBA) programs to focus on the four major migratory flyways in the Americas (Atlantic, Mississippi, Central, and Pacific), Audubon Pennsylvania will have an important role in the Atlantic Flyway program.

Audubon's 2016 strategic plan creates a roadmap for the next five years, guided by two ideas: By focusing on the needs of bird species, the scale and ambition of the conservation's work can match the complexity of 21st century demands; and to do so, Audubon is seeking to become the most effective conservation network in America. The organization is setting its sights on large-scale conservation goals and taking the needed steps to ensure that Audubon has the authority and capacity to achieve them. Audubon will focus on 5 cross-cutting conservation strategies including climate, seas and shores, working lands, water and bird friendly communities, and will build durable public will for conservation by broadening and deepening its support base – with a clear-eyed focus on diversity.

Additionally, Audubon's environmental policy, education and science experts continue to guide lawmakers and agencies in shaping effective conservation plans and policies. Through several initiatives, including the Coastal Bird Survey, groundbreaking analyses has provided crucial information in addressing the needs of birds and other wildlife. Along with education program and materials, Audubon also publishes the nation's most acclaimed conservation magazine, *Audubon*, which introduces over 4 million schoolchildren, families and nature-lovers to the power of conservation at home and around the world. The National Audubon Society is a federal contractor and Equal Opportunity Employer (EOE.) Its headquarters are in New York City and has an overall annual operating budget of \$90 million. To learn more about Audubon, please visit [www.audubon.org](http://www.audubon.org).

## POSITION

Audubon seeks a dynamic Executive Director to build on Audubon Pennsylvania's (APA) rich history and expand its contributions to conservation in Pennsylvania, the greater mid-Atlantic region, and throughout the entire Atlantic Flyway, leading the organization to its next level of programmatic and financial success. This is a high profile, pivotal opportunity for a conservation professional to be an environmental entrepreneur in representing Audubon's mission.

The Executive Director will be the chief executive officer for Audubon Pennsylvania and will exercise broad leadership and management responsibility in developing statewide conservation policy, initiatives, and public programming. The Executive Director will hold the title of Vice President within the national organization and will report directly to the Chief Conservation Officer. In addition to the Chief Conservation Officer, the Director will work with senior management including the Senior Vice President, Conservation/Senior Advisor to the CEO. With the input of National Audubon leadership, the Director will explore the feasibility of expanding APA's leadership in the mid-Atlantic region to include the Chesapeake and Delaware watersheds. The successful candidate will have the passion and leadership skills necessary to articulate, develop, and implement Audubon's conservation goals and strategies in the state, all while working closely with the Audubon Pennsylvania Board of Directors and staff, and Audubon's key national conservation leaders to continue to develop the state program in tandem with strategic regional and national priorities.

Audubon Pennsylvania is part of a network of 22 National Audubon Society State offices that advance state and local conservation policies, conduct on-the-ground work and educational programming and contribute to the goals of hemispheric-scale conservation priorities of the organization. APA has a staff of 22 and an annual budget of approximately \$2 million.

The region includes the John James Audubon Center in Mill Grove and several offices across the state. Additionally there is Audubon PA's cutting edge Discovery Center at Fairmount Park, a joint venture between the National Audubon Society and Outward Bound. Audubon Pennsylvania works with a network of 21 affiliated local Audubon Chapters, and 30,000 grassroots members, plus various conservation organizations, government agencies, and other public and private entities.

## RESPONSIBILITIES

### ***Strategy Development and Organizational Leadership***

- Develop strategic goals and initiatives to increase statewide capacity to achieve the conservation of priority birds and their habitats in alignment with Audubon's overall conservation goals and strategies. Priorities include forest habitat and watershed conservation, Important Bird Areas (IPAs), urban conservation and community outreach and education.
- In conjunction with senior management, explore opportunities and the feasibility of expanding APA's leadership in the mid-Atlantic region to include the Chesapeake and Delaware watersheds.
- In collaboration with other National Audubon senior managers and the East Park Learning and Conservation Center (EPLACC) Board of Directors, provide oversight and leadership in the construction, program development, fundraising and community outreach for The Discovery Center, a joint project of Audubon and Outward Bound in Fairmount Park, Philadelphia.
- Provide leadership, management, and mentoring to staff of 22.
- Focus resources on the most critical, high-leverage projects and strategies, including policy development and public engagement. Leverage the impact of Audubon Pennsylvania's Centers and Sanctuaries to achieve state and Flyway goals.
- Manage the day-to-day operations of the state office, including setting financial and programmatic goals, analyzing results, and taking corrective actions, in close collaboration with Pennsylvania's staff; ensure that Audubon meets all financial standards, operating policies, programmatic commitments, and legal requirements.

### ***Fundraising and External Relations***

- Represent Audubon Pennsylvania throughout the state and raise its profile and visibility to funders, partners, policymakers, and the public.
- Along with appropriate development staff, lead Audubon Pennsylvania's fundraising to cultivate and solicit major donors, foundations, corporations and government agencies for Audubon Pennsylvania and to increase contributions significantly. Play an active role in helping to promote fundraising for regional priority projects across the Atlantic Flyway working with other state directors, the program managers and other supporting staff.
- Work closely with the Audubon Pennsylvania Board of Directors to support the efforts of APA in continuing the development of a strong statewide organization through fundraising, program development, and conservation advocacy.

- Work closely with, support and provide guidance to Pennsylvania Chapters to expand Audubon's capacity for on-the-ground conservation and education. Work to strengthen the statewide presence of Audubon.
- Continuously seek out ways to engage Pennsylvania's diverse population in Audubon programs.
- Work with government departments and non-governmental organizations to promote and prioritize bird science and habitat conservation.

## QUALIFICATIONS

- Bachelor's degree in nonprofit management, business, conservation or related field required; advanced degree strongly preferred.
- 7-10 years of progressively professional experience including 3-5 years at a senior management level with comparable staff and budget responsibilities.
- Possess strong leadership skills, an entrepreneurial spirit along with strong business and management skills, and a demonstrated ability to inspire and motivate staff, volunteers, donors, and potential partners.
- Demonstrated success in fundraising; specifically, proven experience in soliciting major donors, foundations, corporations, and government funders.
- Strong organizational leadership skills; possess extensive experience in public policy development, advocacy, campaigns, lobbying, and/or involvement in the state legislature and in working with members of Congress.
- Demonstrated ability to succeed in a highly matrixed, complex organization—strong ability to influence and persuade others required.
- Outstanding interpersonal skills and have excellent judgment, and a demonstrated ability to collaborate and to build coalitions with a wide range of individuals and organizations at the local, regional, and national levels.
- Comfort with and an interest in leveraging technology to maximize conservation impact and network engagement. Proficiency with Microsoft Office applications, budgeting systems and donor databases.
- Demonstrated experience overseeing complex or multiple projects through to success, including meeting financial goals, project deadlines, and coordinating the work of key staff and partners.
- Excellent and persuasive communication skills, both written and verbal; substantial public speaking experience, and the ability to effectively represent Audubon Pennsylvania to its members, state and federal elected officials, donors, and chapter leaders, as well as in traditional and social media.
- Knowledge, appreciation, and a connection to Pennsylvania and its environment, conservation and political history; and understand the role of science in developing conservation strategies.
- Travel routinely throughout the state and nationally, as required.

- Of utmost importance is a commitment to the mission, values, and programs of Audubon Pennsylvania and the National Audubon Society.

### COMPENSATION

An attractive and competitive compensation package, commensurate with level of experience, is available along with a robust benefits package.

### FOR MORE INFORMATION PLEASE CONTACT:

Carmel Napolitano, *Senior Consultant*  
Sarah Waldbott, *Recruitment Associate*

### DRG – EXECUTIVE SEARCH CONSULTANT

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### TO APPLY OR SUBMIT A RECOMMENDATION:

**Please Submit a Resume and Cover Letter.**

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Visit us at: [www.drgnyc.com](http://www.drgnyc.com)

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