



## **EXECUTIVE DIRECTOR** **Sequoia Riverlands Trust**

June 19, 2021

Are you a proven leader whose passion for conservation inspires love and lasting protection for important California lands?

Do you have the managerial expertise to channel the energies of the remarkably talented, highly educated, and strongly self-motivated staff of one of California's most prominent, nationally-accredited land protection organizations?

Would you thrive in a high profile leadership position in a vibrant Central California community?

Are you committed to equity, diversity and inclusion in every endeavor?

If you answered YES to all the above, the Board of Directors of Sequoia Riverlands Trust (SRT) is eager to discuss your potential leadership role with our well-established, notably innovative nonprofit land trust. The leadership challenge is multi-faceted. With an annual operating budget of \$2.4 million, SRT's staff of 20 exceptional professionals steward nearly 43,000 acres of California's most valuable natural and agricultural lands. In addition to fulfilling our traditional land trust mission, you will continue SRT's advances in the fields of mitigation services, water and land use policy, and environmental education.

Sequoia Riverlands Trust (SRT) is an LTA-accredited regional land trust headquartered in Visalia, CA, and currently operating throughout the San Joaquin Valley and on the California coast. SRT has active projects in Tulare, Kings, Kern, Fresno, Inyo, San Luis

Obispo, Merced, Los Angeles and Santa Barbara Counties. While the core of SRT's mission is the preservation and management of a strategically selected network of over 42,000 acres of agricultural lands, open space and wildlife habitats, our complementary programs in environmental education and policy formation are considered essential as well. For more detailed information about SRT and our programs, please visit our website at [www.sequoiariverlands.org](http://www.sequoiariverlands.org)

SRT's new Executive Director will be responsible for leadership and management of our 20-person exceptionally talented staff, for fundraising, for community outreach, and for management of SRT lands. The ED will work collaboratively with an active Board of Directors that provides policy direction and expects accountability.

Salary range: \$110,000-\$130,000

**The elements of SRT's Executive Director position:**

**Leadership and Relationships:** The ED provides inspirational leadership emphasizing innovation; team building; collaborative working relationships; consensus building; and dedication to diversity in all its forms—age, gender, ethnicity, thought, and values—at staff, partnership and community levels.

**Management of the Organization:** The ED demonstrates results orientation; financial management; ability to hire a staff reflective of the community by emphasizing equity, diversity and inclusion; ability to create a team-oriented work environment emphasizing communication, respect and empathy; and regular, periodic communication with, and accountability to, the Board.

**Land Protection:** The ED applies conservation principles to continue the creation of a network of strategically selected agricultural lands, open space and wildlife habitats.

**Land Stewardship:** The ED applies science-based, innovative and effective management approaches to enhance existing conservation values and to restore degraded lands.

**Community Outreach:** The ED establishes SRT as the community's indispensable conservation organization and source of conservation expertise by publicly demonstrating and marketing that expertise; by championing educational programs emphasizing equity, diversity and inclusion; and by participating in land and resource policy formation.

**Development:** The ED formulates and implements an overall development plan focused on broadening the funding base by including a wide range of individual and corporate donors, grants, and management strategies of endowment funds

**Qualifications of the Successful Applicant:**

Proven leadership and management of an organization of similar or larger size in the nonprofit or for-profit sector

Proven ability to encourage collaboration and innovative thinking on the part of board, staff, and broader community

Proven dedication to diversity in all forms

Proven ability to work in the executive implementing role with a board of directors providing policy direction and ensuring accountability

Proven community leadership

Proven fundraising success

Proven volunteer organization and leadership, and

Proven communication skills, written and oral

In addition, the successful applicant is energetic, engaging and approachable; is collaborative in both management and leadership styles; has integrity and inspires trust; is calm under pressure; and enjoys a public role in service to our mission. The successful applicant lives in or near Visalia, CA, in order to provide in-person leadership to staff.

### **How to apply**

Send two documents: 1) a cover letter outlining your qualifications for this position and your motivation for seeking it, and 2) a resume showing educational background, professional experience, and community activities to Scott Spear, Interim ED at [scott@sequoiariverlands.org](mailto:scott@sequoiariverlands.org) by 5:00PST August 31, 2021. All applications will be handled confidentially.

Sequoia Riverlands Trust provides equal employment opportunities to all employees, contractors, and applicants for work and prohibits discrimination and harassment of any type, without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

### **Position Description: Executive Director**

1) Leadership and Relationships:

Our vision: Energetic, professional, positive and dedicated people lead and support SRT mission, programs and projects. To this end, our ED:

☑ Collaboratively develops and implements the SRT vision, goals and objectives in support of SRT mission;

- ☒ Interacts effectively with the diverse range of stakeholders within the San Joaquin Valley, including local, state and federal agency players, and the broad range of community, agricultural and ethnic interests;
- ☒ Demonstrates commitment to equity, diversity and inclusion in all aspects of SRT's business.
- ☒ Encourages innovative ideas;
- ☒ Builds alliances and collaborative partnerships that enhance capacity, effectiveness and community support for SRT;
- ☒ Facilitates team formation within staff, Board and, as applicable, within community; provides positive, inspirational leadership in each venue; emphasizes consensus building in staff, Board and community involvement;
- ☒ Demonstrates strategic thinking and approaches to developing SRT as a “go to” organization within our local, regional and statewide context;
- ☒ Assists in leading Board and staff through regular, periodic strategic plan development and updates;
- ☒ Demonstrates personal self-management skills and develops those skills in staff by building self-confidence, increasing the capacity for stress management, and “walking the talk” through personal credibility through authenticity;
- ☒ Recruits staff and volunteers that provide professional and leadership skills that address the diversity of the San Joaquin Valley, and serve the full range of community interests in the Valley; and
- ☒ As requested, assists in recruiting new Board members

## 2) Management of Organization:

Our vision: a high morale SRT operates smoothly as a result of excellent management of the organization and timely decision making. To this end, our ED

- ☒ Demonstrates results orientation: sets challenging goals and objectives, and accomplishes them, when necessary, through a flexible, problem solving approach to unforeseen factors;
- ☒ Creates a collaborative, supportive, team-oriented work environment and culture;
- ☒ Models emotional intelligence in staff management, emphasizing communication, respect and empathy;
- ☒ Demonstrates fiscal knowledge, responsibility and accountability; develops and implements annual budget; invests in facilities, equipment, information systems and staff positions that advance long-term efficiency;
- ☒ Demonstrates leadership by understanding of organizational structure during times of change through communication with both staff and the Board;
- ☒ Demonstrates workforce managerial competencies by hiring talented staff reflective of SRT's communities; defining priority work tasks; and supervising, training, delegating and evaluating staff performance;
- ☒ Maintains high staff morale while managing staff and Board actions within legal standards set out in employment law; and
- ☒ Provides Board with complete information on all aspects of SRT business in a timely manner.

### 3) Land Protection:

Our vision: A significant network of strategically selected, high quality farm and ranch land, open space, and wildlife habitat is preserved in the region in perpetuity. To this end, our ED

- ☑ Applies accepted conservation planning principles and policies to identify and prioritize the most strategic lands and corridors for protection;
- ☑ Works with willing land owners and appropriate public agencies to proactively conserve a web of connected natural and agricultural lands within the region; and
- ☑ Positions SRT to respond quickly and effectively to high-value conservation opportunities.

### 4) Land Stewardship:

Our vision: SRT stewards its lands to promote, protect, and enhance intrinsic and essential natural and community values. To this end, our ED

- ☑ Assesses the condition of SRT lands and easements to develop adaptive management strategies;
- ☑ Applies science-based approaches to enhance existing conservation values and to restore degraded lands;
- ☑ Demonstrates innovative, effective and efficient on-the-ground management of lands under SRT 's management responsibility; and
- ☑ Provides managed public access for enjoyment of SRT preserves consistent with conservation objectives and fiscal capacity of organization and the long-term protection of sensitive resources.

### 5) Community Outreach, Position in the Community:

Our vision: SRT is a trusted community leader and partner with the result that the community embraces land conservation as an important community value and SRT as essential to realizing that value. To this end, our ED

- ☑ Establishes SRT as an indispensable and accessible community institution and primary source of conservation expertise;
- ☑ Participates actively in local , regional and statewide land and resource policy formation ;
  
- ☑ Provides learning opportunities about conservation through collaborative educational programs;
- ☑ Leverages conservation efforts and support for SRT's mission through partnerships with public and private organizations, and individuals in the community;
- ☑ Models personal and organizational commitment to diversity in all its dimensions—age, gender, ethnicity, thought, values; and
- ☑ Participates actively, positively and inspirationally in community dialogue about land management and conservation issues.

### 6) Development:

Our vision: Stable and flexible funding sustains SRT's conservation efforts. To this end, the ED

- ☒ Formulates an overall development plan and clearly communicates it to staff and Board;
- ☒ Nurtures individual and corporate donors to enhance funding base for SRT;
- ☒ Develops Board capacity for fund raising;
- ☒ Educates donors on choices and opportunities for immediate and long-term giving;
- ☒ Seeks grants to support programs and special projects;
- ☒ Builds endowment and reserves to support conservation, stewardship and operations; and
- ☒ Broadens funding base