



## Executive Director: Help Lead Conservation in the Houston Region

Are you a visionary leader ready to grow a legacy of conserving land for people and ecosystems in one of the country's most dynamic regions? **Bayou Land Conservancy (BLC)** invites you to join our mission as our next Executive Director and **accelerate our impact**.

### About Bayou Land Conservancy

We preserve land along streams for flood control, clean water, and wildlife and envision a network of green spaces that connect people and nature. BLC is accredited through the Land Trust Alliance and has been at the forefront of land conservation in the Houston region for 30 years. To date, BLC has permanently protected more than 15,000 acres at 70 preserves. Most of these are located in the Lake Houston/Upper San Jacinto River watershed. This 4,000-square mile area holds the primary source of drinking water for millions of Texans.

### The Role

Setting the strategic tone for the organization, the Executive Director guides a passionate team of expert staff (5 full-time, 2 contract) and dedicated volunteers and directs all programs of BLC. This role reports to the Board of Directors and manages a budget of approximately \$800,000.

### Who We're Seeking

The ideal candidate for this pivotal role is a passionate leader with a deep commitment to nature and community. You should be a team builder with a history of successful collaboration in the region. We require strong communication and organizational skills and a preparedness to champion a corporate culture that is inclusive and innovative.

### Required Qualifications

- Demonstrable commitment to BLC's mission.
- A minimum of **five years of successful experience** in land conservation or a related field.
- Experience supervising staff and/or volunteers, particularly fundraising or sales teams.
- Experience managing the comprehensive business functions of a dynamic organization.
- Exceptional interpersonal, communication, negotiation, and social skills.

- Strong leadership skills to coach and mentor employees and board members.
- Knowledge and ability to identify, cultivate, recruit, and maintain relationships with top-level volunteers, donors, and partners.

### **Desired Qualifications**

- Bachelor's degree in a relevant field. Relevant experience or certifications may demonstrate acquired knowledge.
- Advanced professional certification in conservation finance, non-profit governance, or public policy.
- At least 5 years of experience in management roles.
- Experience with capital campaigns or major fundraising initiatives.
- Proven ability to work effectively with local, state, or federal agencies on collaborative conservation projects.

### **Key Responsibilities**

As the primary spokesperson for BLC, you will champion our mission through a range of critical leadership duties:

#### Strategic Growth and Advocacy

- *Strengthen Our Voice:* Provide leadership on public policy issues, including crucial advocacy projects at local, state, and federal levels
- *Drive Partnerships:* Lead in developing impactful partnerships with stakeholders to advance BLC's mission.
- *Define the Future:* Develop, implement, integrate, and evaluate strategies to advance BLC's Strategic Conservation Plan and Diversity, Equity, Inclusion & Access Plan

#### Development and Financial Stewardship

- *Fundraising Leadership:* Supervise and support development staff to achieve BLC's annual operating and program budgets, actively assisting in cultivating major donor support from foundations, individuals, and corporations.
- *Operational Excellence:* Ensure the organization's core mission support programs (administrative, operational, financial) operate at peak efficiency and are transparent to staff and the Board.

#### Team Empowerment and Oversight

- *Mentorship:* Hire, supervise, and provide mentorship and leadership to staff, establishing and maintaining a positive organizational culture.
- *Conservation Management:* Supervise and support conservation staff with acquisition projects, land management issues, and stewardship programs.
- *Community Connections:* Supervise and support community engagement staff by ensuring sufficient resources are available for program excellence.
- *Compliance:* Ensure board and staff compliance with internal policies and guidelines set forth in Land Trust Alliance Standards and Practices.

### **Compensation and Benefits**

This is a salaried, full-time exempt position with bonus potential.

- Salary range is \$100-115,000 depending on experience
- Flexible 40-hour work week (some evenings and weekends may be required)
- Simple IRA with up to a 3% annual salary match
- Health care, short-term disability, dental and vision benefits
- Minimum of 80 hours paid vacation and 12 paid holidays
- Ability to work from home and from the office in The Woodlands

### **Inclusive Culture**

BLC is an equal opportunity employer and actively works to ensure fair and equal treatment of its employees and constituents regardless of differences based on an individual's race, color, religion, sex, age, marital status, veteran status, sexual orientation, disability, political affiliation, or any other protected characteristic. We value people of all experiences, backgrounds, and perspectives, and we understand that diverse perspectives are crucial to ensuring a successful organization.

### **DISCLAIMER:**

The above statements are intended to describe the general nature and level of work being performed by people assigned to this job class. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

### **HOW TO APPLY:**

**Please upload your cover letter and resume to**  
<https://bayoulandconservancy.recruitee.com/>

**No phone calls, please. We are committed to cultivating an inclusive environment where a diverse group of people can and want to do their best work. To promote fairness and reduce unconscious bias in our initial review process, we kindly ask that you remove all identifying information (such as photos or LinkedIn links) from your resume, if possible.**