

FIVE RIVERS CONSERVATION TRUST
EXECUTIVE DIRECTOR JOB ANNOUNCEMENT

We at Five Rivers Conservation Trust are excited to announce our search for a strategic and inspiring Executive Director to lead our efforts to protect the forests, farms, and rolling hills that converge along the Merrimack, Contoocook, Blackwater, Warner, and Soucook Rivers. We seek an individual who shares our deep passion for conserving important open space and working lands for present and future generations.

Position Overview

The Executive Director inspires and leads the organization and champions the organization's mission, vision, and community presence. The Executive Director is the most visible embodiment of Five Rivers and is responsible for driving Five Rivers' pursuit of its mission, including the achievement of its financial and programmatic objectives based on Five Rivers' strategic plan.

About Five Rivers

Founded in 1988, Five Rivers Conservation Trust is the local land trust for the greater capital region of New Hampshire. We're proud of our exemplary record of protecting diverse properties, including active farmland and working forests. Five Rivers is financially secure and governed by an experienced, supportive group of board and committee members. For more information about Five Rivers, see www.5rct.org.

The Executive Director's primary responsibilities include:

- Setting and meeting targets for organizational development, fundraising, membership cultivation, communications, and land conservation.
- Overseeing day-to-day operations and managing staff (currently 1.75 FTE).
- Ensuring sound financial management, including administration of all budgets and grants.
- Land acquisition and easement stewardship policy and oversight.
- Ensuring compliance with Land Trust Alliance accreditation requirements.
- Representing Five Rivers in the community.

We seek an individual who will:

- Raise Five Rivers' profile in the region it serves and beyond.
- Expand our fundraising program so that we can increase our capacity to conserve land in the Five Rivers service area.
- Enlarge and diversify the membership and constituent base to reflect a broader range of individuals, including those traditionally underserved by conservation programs.
- Establish and build strong, cooperative partnerships with board members, community groups, financial contributors, easement donors, volunteers, and municipal officials.

Knowledge, Skills, and Experience Required

- Outstanding leadership, networking, and motivational skills.
- Exceptional interpersonal, verbal, and written communication skills, including public speaking.
- Dedication and commitment to protecting productive farms, forests, wetlands, scenic areas, special natural communities, wildlife habitat, and cultural features.

- Demonstrated fundraising success, including planning, prospect development, donor stewardship, and grant-writing.
- Demonstrated ability to build strong stakeholder relationships.
- 3-5 years of management experience.
- Broad experience in planning, budgeting, organization, administrative and financial management.

Knowledge, Skills, and Experience *Desired*

- A strong working knowledge of land conservation tools and procedures.
- Proven experience leveraging social media for awareness or fundraising campaigns.
- Experience working collaboratively on or with an active, engaged Board of Trustees.
- Knowledge of nonprofit accounting principles and financial procedures.

Position Details: This is a 40-hour per week position with occasional evening or weekend activities – like leading a hike for members or hosting a nature trivia event at a local brewery. We anticipate that the ED may work remotely while coronavirus-related distancing guidelines are in place, but the long-term expectation is that the ED will primarily work from our Concord, NH office.

Salary and Benefits: This is a full-time, exempt position. Salary will be commensurate with experience and skills; the salary range begins at \$55,000. Benefits include health insurance, paid time off, and contribution to a retirement fund – plus the benefits that come from working with a great team and getting to spend time outside as part of the job!

To Apply: Send a resume and cover letter to fiveriversboard@gmail.com. Please include at least three professional references with contact information. All applications are held in confidence; references will not be contacted without the candidate's prior knowledge.

For best consideration, applications should be submitted prior to September 20, 2020.

Five Rivers Conservation Trust provides equal employment opportunities to all employees and applicants for employment 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.