Company Description:
The McDowell Sonoran Conservancy was born from a vision realized by like-minded individuals banding together, advocating to protect the land with diligence and deep understanding. This group of pioneers created the Conservancy to steward the McDowell Sonoran Preserve. The Preserve is North America's largest urban preserve, covering over 25% of Scottsdale's land mass. It encompasses more than 30,500 acres of pristine Sonoran Desert. More than 220 miles of well-maintained trails allow exploration on foot, bike, or horse between sunrise and sunset.

The residents of Scottsdale own the McDowell Sonoran Preserve. The land acquisition was funded by sales taxes as voted by the Scottsdale residents. The City of Scottsdale uniquely partners with the Conservancy to steward this remarkable asset.

The Conservancy is supported by over 550 active and highly organized volunteers (stewards) who donate more than 60,000 hours annually and contribute to the operations of the Conservancy at all levels. Conservancy stewards act outwardly as Ambassadors to the nearly one million annual visitors promoting the safe enjoyment of the Preserve, maintaining and patrolling trails, guiding hikes, mountain bike and equestrian rides, conducting leading-edge scientific studies on wildlife and plant species, and providing interactive ecological education and outreach programs for adults and children of all ages.

The Conservancy has experienced exceptional growth in its education and research programs by focusing resources on understanding climate change and building mitigation strategies to protect the Sonoran Desert through fire prevention, restoration and invasive species removal. The Conservancy provides leading-edge STEAM education programming in Title I schools and underrepresented communities across the Valley of the Sun.

The Conservancy relies solely on the generous support of people who care about nature, understand that the threats to our natural world have never been more significant, and support the activities of the Conservancy scientists and its steward organization.

Organization Budget: $2 million

Reports To: The Board of Directors

Direct Reports: COO, Bridget Blixt, Director of Development, Vickie McWatters and Senior Program Manager, Brian Whitehead

Total Staff: 12 employees
Number of Volunteers: 550 Stewards

Position Description:
The McDowell Sonoran Conservancy is looking for a mission-driven, seasoned, strategic, and relationship-minded leader, preferably with direct experience in leading a staff and large, dedicated volunteer workforce that contributes significantly to the development and leadership of our many programs. The Chief Executive Officer must be a leader who can help others at the Conservancy deliver measurable, cost-effective results that make the vision a reality. Importantly, the successful CEO will have the skills and personal confidence to tap into the power that each team member brings to this mission.

The CEO focuses on building continual relationships with top donors, board members, stewards, and staff. They will establish a long-term strategic plan that raises the profile of the Preserve, creates a sustainable future, narrows the focus of programming, and allows for scalable growth. They will work closely with the board's Executive Committee on implementing a strategic plan. The CEO will play a key role in nurturing relationships throughout the community and partner with the Director of Development to achieve fundraising goals.

The ideal candidate has deep nonprofit management experience, volunteer leadership and coordination experience, grant and fundraising experience, and a deep network in our local community. Most importantly, they will passionately advocate for the Conservancy, stewardship, and our work in science and education.

Development & Fundraising:
● Rapidly grow and diversify the existing donor program
● Meet or exceed operating budget targets
● Meet or exceed operating reserve target contributions
● Establish meaningful relationships with top donors, board members, stewards, and staff
● Establish a long-term strategic plan that raises the profile of the Conservancy, creates a sustainable future, narrows the focus of programming, and allows for scalable growth

Strategic Planning:
● Coordinates short and long-term strategic planning
● Works with individual staff and steward leadership to establish business goals and tracks performance in support of goal
● Work closely with the board's executive committee on revising and implementing a strategic plan.

Requirements:
The successful candidate will believe in the core values of the McDowell Sonoran Conservancy and its mission. Beyond that, we seek a candidate with proven experience in managing a diverse, heavily volunteer-supported organization and a demonstrated ability to lead and build the capabilities of a driven and diverse team.
● Undergraduate in business management, finance, human resources, or related field
● Demonstrated experience in an executive management position
● Experience working with a wide variety of people
● Ability to leverage an established network in the community, including potential donors, government officials, strategic partners and business leaders
● Proven track record of exceeding goals and a bottom-line orientation; evidence of the ability to consistently make good decisions through a combination of analysis, experience, and judgment; high level of business acumen, including successful P&L management; the ability to balance the delivery of programs against the realities of a budget; and problem-solving, project management, and creative resourcefulness

Knowledge, Skills, and Abilities:
● Strategic Vision and Agility – the ability to think strategically, anticipate future consequences and trends and incorporate them into the organizational plan
● Development and Fundraising – demonstrated experience and successes in development and fundraising, including working with individual donors, corporate donors, grants
● Community Engagement – creating new and maintaining established partnerships with city and government officials, educational partners, and other nonprofits
● Capacity Building – the ability to effectively build organization and staff capacity, developing an adaptable workforce and the processes that ensure the organization runs smoothly
● Leading and Developing Staff – exceptional capacity for managing and leading people; develop and empower leaders and learn to leverage people's strengths to position them for success

Working Conditions:
Work is performed in an office setting and frequently outdoors in the McDowell Sonoran Preserve. Some local travel to meetings is required.

Compensation:
Commensurate with experience plus a competitive benefits package.

Why consider the opportunity?
● The opportunity to take a well-established, proven and committed organization enjoying a strong reputation and visible support from senior local municipal, political and business leaders through its next level of growth.
● Work with a staff passionate about the Conservancy's three pillars - stewardship, education, and science - and who all pitch in to get the job done, as enunciated in the "One Conservancy" philosophy.
● Chance to work with prominent community leaders, who are board members and donors, to further the goals of the Conservancy.
● Partner with a large group of critical thinkers willing to volunteer their time and talents.
● Bring the mission of the McDowell Sonoran Conservancy to life and create a sustainable future for the Sonoran Desert.
The McDowell Sonoran Conservancy provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran by applicable federal, state and local laws. The McDowell Sonoran Conservancy complies with applicable state and local laws governing non-discrimination in employment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfers, leaves of absence, compensation, and training.

For more information, please contact:

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