



Position Available: Executive Director, Kaniksu Land Trust

Organization Mission and Direction

Kaniksu Land Trust is an accredited, community-supported non-profit land trust based in Sandpoint, Idaho that is committed to conserving important lands and waters in north Idaho and northwest Montana and supporting the communities that depend upon them. Founded as the Clark Fork-Pend Oreille Conservancy in 2002, KLT experienced a significant transformation over the past several years as it transitioned from a small, support organization to a stand-alone, accredited, non-profit with broad community support and the ability to integrate community-based programming into its conservation advocacy. This transition has allowed KLT to engage more fully with the communities it serves in order to optimize growth and increase positive impacts and has also caused it to recognize that a significant focus on fundraising will be essential to ensuring continued success.

Recent Accomplishments and Highlights

KLT's recent transformation to a community-centric conservation organization has, arguably, been its greatest success over the past few years as evidenced by increased participation in community and conservation programs, increased numbers of volunteers and partnering organizations, and the success of the recent capital campaign. KLT now directly delivers nature-based youth education programs and family activities, and partners with schools and other organizations to deliver similar programs that bring people into the outdoors. These programs reflect KLT's commitment to educate the public about the value of the natural world and the importance of stewardship and conservation.

With the support of enthusiastic community volunteers, the organization recently completed a 2.1 MM capital campaign to finance the purchase of a 160-acre community forest property adjacent to Sandpoint, completed a record number of conservation easements, delivered 2,760 participant days of nature-based youth programming, and partnered with over a dozen community organizations to expand its reach and further its mission. KLT employs a talented staff and is supported by a dedicated board of directors with expertise ranging from natural resources and land management to non-profit governance, business planning and financial management.

2-Year Strategic Goals

- Conserve an additional 1,000+ acres of important lands
- Continue to enhance and develop educational and community programs to further KLT's mission
- Raise committed funds to support short- and mid-term operations and future reserves
- Continue to support a professional staff to implement KLT's mission and vision
- Develop organizational planning and assessment tools adequate to support sustainability
- Achieve re-accreditation through the Land Trust Alliance Accreditation Commission

Leadership Assessment

The core areas of administration, outreach, programs, and conservation are presently covered by competent staff. Opportunities for growth include organizational leadership, organizational planning, and fundraising.

KLT will require a strong, well-focused, and dynamic leader willing to reach out to our community and promote the mission of KLT through public engagement and fundraising. This person will need to be able to inspire and direct a small but talented staff already committed to KLT's mission. Although these requirements may be found in one person, some organizational restructuring may be appropriate to leverage existing staff competencies.

General Responsibilities

Reporting to a professional board of directors, the ED is the public face and principal advocate of KLT. The ED works closely with the board and staff to achieve short and long-term goals in pursuit of the organization's mission. The ED is responsible for hiring and supervising staff, developing and implementing an effective fundraising strategy, overseeing general operations and outreach, and managing the organizational budget.

Specific Responsibilities

Outreach

- Oversee, support and promote KLT's conservation, education, and community programs, especially through the staff tasked with leading these efforts on behalf of KLT
- Serve as staff liaison to board of directors
- Build community support for KLT through speaking engagements and various media
- Collaborate with local and regional partners to build strategic relationships
- Represent KLT at state and regional and national land trust association meetings

Fundraising

- Provide leadership in all fundraising areas to increase overall revenues
- Develop strategies for identifying, cultivating, and soliciting new donors
- Maintain and support existing donor relations
- Oversee external communications, fundraising events, and general public engagement
- Develop and support grant opportunities and associated reports

Administration

- Ensure efficient and effective overall operations and maintain a positive organizational culture
- Develop annual ED work plan (financial management, operational oversight, fundraising, etc)
- Prepare regular quarterly reports to the Board on financial, admin, and fundraising activities
- Identify and provide opportunities for training and professional development, as appropriate

Financial Management

- Collaborate with executive committee to effectively manage organizational finances
- Develop and implement annual and long-term fundraising plan
- Prepare annual budget for Board approval
- Submit quarterly and year-end financial reports to Board and coordinate annual 990 filing

Qualifications

Experience is required in organizational leadership, fundraising, financial management, public engagement, collaboration, and partnership-building. The successful candidate will also possess a high degree of political awareness and strong interpersonal skills and will hold at least a B.A. or B.S. degree.

He/she will be comfortable working with both board and staff in a productive and cohesive manner, and in assuming the role of mentor and leader. Desired personal/professional attributes include:

- Passion for conservation and community
- Hands-on, team-oriented leadership style
- Self-directed and motivated
- High standards for personal ethics and integrity
- Articulate and engaging communications style
- Ability to inspire, listen, and convince
- Demonstrated financial and organizational management skills
- Attention to detail and ability to follow through
- Ability to work with all types of people
- Sensitivity to the variety of values present in our service area
- Strong oral and written communication skills
- Ability to learn and adapt to changing technology
- Superb networking and collaboration skills
- Driven to plan, organize, and implement multiple projects in a timely manner

Compensation and location

- Salary range: \$65,000 - \$70,000, depending on experience
- Benefits include sick leave, holidays, vacation, and SIMPLE retirement plan
- Based in Sandpoint, Idaho

Application materials required

- Letter of interest
- Resume
- Personal mission statement and/or professional statement of purpose
- Three references

Hiring Timeline

- Application deadline: April 5, 2019
- Projected start date: June 1, 2019

Additional Resources

- www.kaniksulandtrust.org
- www.landtrustalliance.org
- www.sandpointchamber.org
- www.sandpointonline.com
- www.schweitzer.com

To apply, please consolidate all documents into a single pdf binder and send via email to: info@kaniksu.org. Review of applications will begin on April 8, 2019.