

Job Title:

Executive Director - Taos Land Trust

Job Summary:

The Taos Land Trust (TLT) is seeking an exceptional Executive Director to provide visionary leadership and oversee the operations of New Mexico's oldest land trust. Located in Taos, New Mexico, we are a 35-year old, Land Trust Alliance (LTA) accredited 501(c) (3) nonprofit that empowers people to protect the land and traditions they love through education, advocacy and conservation. We are looking for that special leader who will take the helm -- manage our operations, conduct fundraising, guide employees, oversee programs, collaborate with partners, develop/implement strategy, and build lasting relationships with our environmentally-conscious community and conservation-minded landowners and partners.

Key Responsibilities:

- Lead TLT's strategic direction, aligning initiatives with the organization's mission and values.
- Direct the day-to-day operations, including financial stewardship, seamless program execution, and effective staff leadership.
- Spearhead fundraising campaigns, securing vital resources, grants, and partnerships crucial for sustained growth and impact.
- Collaborate with the TLT team, strategic partners, and community stakeholders to formulate and realize dynamic conservation strategies.
- Cultivate and nurture relationships with landowners, donors, volunteers, and community leaders to advance TLT's pivotal mission.
- Act as an advocate and representative of TLT in community.
- Innovate and execute organizational strategies that fortify TLT's long-term success and its contribution to conservation excellence.

What we are looking for in a leader:

- *Strong Communication Skills:* Ability to communicate thoughtfully across diverse audiences and individuals with clarity and authenticity.
- *Fundraising Skills:* Broad experience and successful track record in grant-writing plus ability to craft and implement effective processes and approaches for developing and maintaining donor relationships.
- *Consensus-Building Approach:* Ability to listen, collaborate, identify common interests as a basis for creating partnerships and agreements. Comfortable dealing with differing viewpoints and takes a mature approach to managing conflict.
- *Solid Organizational Skills:* Motivated self-starter able to set clear priorities and work with efficiency and effectiveness. Approaches required administrative and financial tasks with same energy and follow-through as new challenges.
- *Staff Organization and Supervision:* Skilled at organizing, coaching and guiding staff, with intent to support development and growth. Strong delegation and follow-up skills. Talent for managing processes and problem-solving.
- *Commitment to Diversity, Equity, Inclusion and Social Justice:* Genuine awareness and true commitment to valuing differences and working with respect across all individuals, groups and stakeholders.

- *Strategic Thinking*: Flexible. Able to shift between managing details and complexity, to thinking long-term towards the organization's goals and vision.
- *Shared Ethics and Values*: Genuine love of the land and its cultures, shared conservation mindset and environmental values.

Qualifications and Skills:

- Bachelor's degree in environmental science, conservation, nonprofit management, or a relevant field.
- A minimum of 5 years in leadership positions within nonprofit organizations, conservation initiatives, or related fields.
- Profound grasp of land conservation principles, environmental advocacy, and nonprofit administration.
- Demonstrated success in fundraising, grant-writing, and forging strategic collaborations.
- Exceptional communication skills and the ability to engage a diverse array of stakeholders effectively.
- Visionary leadership style that inspires and galvanizes teams to achieve bold objectives.
- Familiarity with Land Trust Alliance (LTA) accreditation criteria and practices is an asset.

Benefits and Compensation:

Taos Land Trust is offering a salary range of \$85,000-95,000 commensurate with experience. We provide health and dental benefits immediately and offer generous paid leave, starting with 3 weeks paid vacation, holiday leave between December 23rd and January 2, and paid federal and state holidays. We believe in professional development and provide opportunities to seek additional training and support.

How to Apply:

Prospective candidates are invited to submit a comprehensive application package, including a detailed resume, a thoughtfully crafted cover letter, and professional references to board@taoslandtrust.org. The application deadline is October 6, 2023.