



Executive Director Position Announcement *February 2022*

Who we are:

The Whidbey Camano Land Trust (Land Trust) is a vibrant, dynamic, and highly effective organization made up of, at its core, a passionate and results-oriented professional staff led by the Executive Director and equally dedicated volunteer Board of Directors. We are very much a place-based organization, with our place being the beautiful Whidbey and Camano Islands, together constituting Island County, Washington. We are out in our community daily, working with an extensive network of friends and neighbors, volunteers, partner organizations and governments at many levels—all of which provide the rich soil of the broader Land Trust community in which the Land Trust thrives.

Incorporated in 1984, the Land Trust is a nationally accredited, 501(c)3 nonprofit conservation organization. We practice strategic, science-based, land and water conservation that makes sure people and nature thrive in the face of climate change and increasing demands on lands, waters and nature.

In the past five years, the Land Trust has increased its visibility, relationship network and direct conservation results. The future of Land Trust is seeded with strong and growing community support, a healthy financial reserve and record conservation opportunities supporting a strong position to significantly enhance its mission.

What we do: We partner with landowners, the broader community, agencies, and partners to:

- Protect natural areas and local family farms
- Increase trail view and beach access
- Steward and restore fish and wildlife habitat
- Expand county and state parks
- Ensure these treasured islands remain a place of refuge

For more information, please visit our website: <https://www.wclt.org/>

Where we call home:

Located northwest of Seattle, Island County includes Whidbey and Camano Islands. Our office is located on historic Greenbank Farm in Central Whidbey Island with beautiful scenery and trail access right outside the front door. Camano is accessed off Highway 20 and Interstate 5 by traveling over its one bridge at Stanwood. Whidbey can be reached by state ferry from both

Clinton and Coupeville as well as from the north on Highway 20 over the Deception Pass Bridge. Driving time between the two islands from the office is about 70 – 90 minutes.

The leader we are looking for:

The Whidbey Camano Land Trust is looking for a visionary and entrepreneurial leader to take the organization to new heights. You will be joining a dynamic, high-caliber and results-oriented team focused on conserving the natural habitats and agricultural lands on Whidbey and Camano Islands and providing outdoor opportunities to connect people with nature, helping to instill a lasting land ethic.

You have a love for the land and a deep concern for the communities (plant, animal, and human) living in Island County. You create a climate of trust and openness, are authentic, transparent, approachable and love collaborating with people from all walks of life. You can direct multiple priorities at the same time, empower an exceptionally talented team, engage a strong board, think strategically and holistically *and* drive tactics and projects to fruition. You are known for your enthusiasm, sense of humor and your “no task too small” attitude. You have confidence in your skills and the knowledge and humility to reflect, listen to understand and be changed. You are nonpartisan and known for your ability to cultivate constructive relationships resulting in high morale and broad community engagement. You are entrepreneurial, courageous enough to take risks, shoulder responsibility, fail occasionally and continually learn.

You will:

- Provide visionary and strategic leadership and translate that vision into measurable strategies and concrete actions that advance the mission.
- After sufficient time getting up to speed, collaborate with the Board, staff and community partners in the development of a new strategic plan setting the vision, mission, strategies and priorities of the Land Trust.
- Ensure the smooth operation of the Land Trust including leading a team of 14 FTEs and managing a leadership team of four responsible for day-to-day operations.
- Maintain a culture of transparency, trust, and empowerment.
- Oversee adherence to Land Trust Alliance Standards and Practices and maintain the Land Trust’s accreditation status.
- Achieve short and long range fundraising goals with a focus on major donors, legacy circle members and government grants.
- Spread the word of the Land Trust articulately and passionately, motivating, and inspiring people at all levels.
- Work with government officials and agencies at local, state, and federal levels to ensure the Land Trust’s interests are advanced.
- Oversee regular development, revisions and implementation of conservation plans to ensure continued focus on protecting, restoring, and stewarding the highest priority lands and waters.
- Welcome friendly dogs in the office and appreciate the importance of chocolate.

Skills, competencies, and qualifications of the ideal candidate:

- 10 years of experience in a relevant field, including 3-5 years in a leadership role. Relevant education credentials will be considered in addition to relevant “on-the-ground” experience.
- Preferably experience with a non-profit land trust or similarly purposed conservation organization.
- Strategic thinker.
- Willingness to listen. Ability to hear and value alternate opinions and make informed decisions.
- Demonstrated understanding of budgets and nonprofit financials and ability to oversee planning, management, and execution of an operating budget of \$1.4 million and an ample reserve portfolio.
- History of achieving fundraising goals, including developing, sustaining, and finding new sources of financial support.
- Outstanding written and oral communication skills including effective presentation and public speaking skills.
- A history of strong collaboration, forming strategic and effective relationships, and maintaining a high-level of tact and confidentiality.

Compensation and Benefits

Whidbey Camano Land Trust offers a competitive salary of \$80,000 to \$105,000 and a comprehensive benefits package including:

- 100% of Medical, Dental and Vision Insurance for employee
- Retirement plan with employer match
- Generous paid time off
- Flexible work policies
- Professional development opportunities
- Dog friendly office

Job Description

For the full ED job description, go [here](#).

To Apply

Resumes will be reviewed as received and interviews scheduled as appropriate. Deadline to apply is **March 7, 2022**. Please submit a resume and letter of interest to:

Cynthia Winter
Solid Ground Consulting
cynthia@solidgroundconsulting.com