



POSITION SPECIFICATION

EXECUTIVE DIRECTOR

Gaviota Coast Conservancy

Santa Barbara, CA

Leadership Search Partners

is a search firm focused exclusively on the nonprofit sector. As a new division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Senior Consultant & Principal Heather Merriam

is leading this search assignment. Inquiries may be made, in confidence, to Heather Merriam at heather@leadershipsearch.com.



TITLE: Executive Director

ORGANIZATION: Gaviota Coast Conservancy

LOCATION: Santa Barbara, CA

REPORTS TO: President, Board of Directors

MISSION

To protect, restore and enhance the unique natural, scenic, agricultural, recreational, educational and cultural resources of the open space lands of the Gaviota Coast for the benefit of current and future generations.

ABOUT THE ORGANIZATION

The Gaviota Coast Conservancy (GCC) is a 501(c)(3) nonprofit advocacy organization dedicated to protecting and preserving the rare rural landscape of the Gaviota Coast. The 76-mile Gaviota Coast is located in Santa Barbara County, beginning 120 miles northwest of Los Angeles, and encompasses many of the coastal watersheds of the Santa Ynez Mountains. The Gaviota Coast is well known for its remote beaches, rural landscapes, and expansive ocean, island and mountain views.

The Gaviota Coast is the largest stretch of rural coastline remaining in Southern California, and represents the only coastal Mediterranean ecosystem in North America. In many areas, a narrow coastal terrace offers spectacular views of both the mountains and the sea. The variety of habitat serve as safe harbors for many of Southern California's remaining rare, threatened and endangered species, including significant monarch butterfly winter roosting sites. Throughout the Gaviota Coast there are many important archaeological sites. Five state and county parks and National Forest lands provide recreational opportunities.

GCC's vision is to preserve the rural character of the entire Gaviota Coast, which stretches from Coal Oil Point north to Vandenberg Air Force Base, including the coastal and inland areas. GCC strives to achieve its mission by protecting the ranch land and open space from development, coordinating preservation strategies and increasing public access.

ABOUT THE OPPORTUNITY

The Board of Directors, which until now has been leading GCC's efforts, is seeking a full time Executive Director (ED) for the first time. The ED's role will be to develop and execute a vision for raising the organization's profile and growing the donor/funder base in GCC's Santa Barbara County service area while assisting in the preservation of the Gaviota Coast.



The ED must be an energetic leader and communicator who will engage the public in understanding and supporting the key role that GCC plays in protecting the Gaviota Coast. The ED must be strong in the areas of organizational management, development and communications, as well as demonstrate both significant interest and past success in cultivating relationships with high level donors and organizations engaged in land conservation.

This is an excellent opportunity for an energetic leader to help grow a thriving grass roots nonprofit into the next phase of its development and increase its ability to meet the challenges of protecting the Gaviota Coast.

SUMMARY OF RESPONSIBILITIES AND QUALIFICATIONS

The ED will report to the GCC Board President and work with Board Members and GCC's General Counsel to implement the vision and mission of GCC. S/he will ensure the long-term viability of the organization by spearheading GCC fundraising, budgeting, administration, public relations, communications, and have a consultative role in shaping and implementing advocacy programs and conservation strategies.

Major Areas of Accountability

- Ensure that the organization has a long-range strategy to achieve its mission and goals by providing leadership, coordination and support among staff, Board of Directors and committee chairs
- Work with the Board to develop and implement GCC's fundraising, organizational and financial plans
- Represent the organization to donors, funders, agencies, organizations, and the general public
- Stay current regarding the needs and emerging trends affecting local and regional environmental issues

Professional Experience/Qualifications

The ED will have superior leadership skills, management experience, fund raising ability, conservation and land use knowledge, and love of the environment. Above all, the ideal candidate will have an appreciation of the key role that GCC plays in its mission to preserve and protect the diverse resources of the Gaviota Coast.

Desired Experience

- At least 3 years of leadership and management experience in a nonprofit or organizational structure with responsibility for a budget of at least \$350,000
- Fundraising experience including the ability to identify, cultivate, and steward relationships with high net worth donors and foundations
- Community and grassroots organizing experience and successful track record of managing energetic volunteers



- Demonstrated ability to collaborate and partner with NGOs and diverse stakeholder groups, including landowners, public and private funding entities, and/or others with potentially differing interests
- Ability to cultivate, nurture, and maintain relationships with governmental regulatory agencies and officials
- Experience building membership and managing an annual solicitation campaign
- Solid grounding in board governance through experience serving on and/or advising boards
- Ability to build and maintain coalitions with like-minded organizations on strategic initiatives
- Familiarity and experience with the principles of state and federal environmental and farmland conservation programs and issues, such as CEQA's environmental review process, the California Coastal Act, species and habitat preservation, and agricultural land conservation

Preferred Experience

- Public speaking experience
- Familiarity with the Gaviota Coast
- Familiarity with natural resource protection, including the principals of ecology and conservation biology
- Experience in land use planning and conservation strategies, including conservation easements
- Familiarity with current agricultural land issues in California and the Central Coast

Skills and Additional Qualifications

- Experience working with a CRM database
- Political, diplomatic, and networking skills
- Sensitivity and appreciation of Native American populations and/or disadvantaged communities
- Persuasive communication skills, both written and verbal
- Effective project management skills and working with diverse colleagues

Characteristics

- Appreciation of diversity in communities and social justice as it relates to the environment
- Collaborative, personable
- Ability to handle controversial issues with comfort, subtlety, and finesse
- Ethical behavior and integrity
- Commitment and drive
- Resiliency, creativity, and a sense of humor
- Self-motivated

Education

- Bachelor's and/or graduate degree in nonprofit management, conservation, planning, or related field



COMPENSATION

A highly competitive compensation and benefits package will be made available to the qualified candidate.

TO APPLY

Leadership Search Partners is conducting this search on an exclusive basis on behalf of Gaviota Coast Conservancy. Interested candidates should apply via email by sending a letter outlining qualifications, brief bio and resume as PDF or Word documents to Search Coordinator Chelsea Burr at chelsea@leadershipsearch.com, with "GCC" in the subject line.

Inquiries may be made, in confidence, to Search Consultant Heather Merriam at heather@leadershipsearch.com.

GAVIOTA COAST CONSERVANCY is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran or disabled status, or genetic information

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