Executive Director for Sempervirens Fund, Los Altos, CA

About the Organization
Founded in 1900, Sempervirens Fund is California’s oldest land trust and the only organization focused entirely on protecting and permanently preserving the redwood (scientific name: *Sequoia sempervirens*) forests, wildlife habitat, watersheds, and other important natural and scenic features of California’s Santa Cruz Mountains.

Sempervirens Fund (SVF) has a plethora of on-going collaborative initiatives and projects, which are encompassed in the Great Park vision. The Great Park seeks to protect remaining old-growth and second-growth redwood forests between Silicon Valley and the Pacific Ocean. SVF is pioneering this new model by weaving together public parks, private land, and sustainably managed forests into a beautiful, healthy redwood forest habitat. Another exciting initiative is SVF’s plan for new modern facilities for Castle Rock State Park. SVF has also prioritized building strong relationships with stewardship partners as part of its stewardship initiative.

About the Opportunity
Sempervirens Fund is seeking an Executive Director to lead the organization at this pivotal point in its history. Successful candidates will come equipped with a passion for conservation and environmental issues, leadership prowess, and an appreciation for the vision of Sempervirens Fund. Reporting to a dynamic and engaged 16-member Board of Directors, the Executive Director will manage a staff of 10 and be supported by hundreds of dedicated volunteers.

Executive Director Position
Sempervirens Fund is seeking candidates who can effectively manage its resources, both financial and human, so that the greatest results from the program and operational perspective are achieved. Additional selection criteria include:

- Accomplished leader and manager with experience reporting to a board
- History of moving a complex mission-based organization from vision to successful execution
- Fundraising experience, including major gifts of six figures
- Ability to develop constituencies in a culturally, educationally, and technologically, rich environment
• Political and networking skills, and an ability to build and maintain coalitions with like-minded organizations on strategic initiatives
• Demonstrated passion for the mission and work of Sempervirens Fund

Required Skills and Experience
• 10 years of senior leadership and management experience of an organization with a budget of at least $1M, including 5 years of experience empowering a team of 5-7 professionals
• Experience working with a motivated nonprofit board of directors as an ED, or as a Senior Director in a large organization
• Adept at establishing a collaborative leadership style within and without the organization
• A successful track record of leading fund development, including major gift solicitation and fundraising program development
• Superior ability to cultivate, nurture, and maintain relationships with officials in local, regional, and state government, as well as partnering with NGOs, diverse stakeholder groups, and the business community
• Ability to inspire others to invest time and resources in the organization
• Track record of building consensus on critical issues
• Negotiation and conflict resolution skills; proven experience in developing meaningful and pragmatic solutions to controversial issues
• Ability to work in a high pressure environment, and prioritize both internal and external needs of the organization
• Excellent communication skills, including the ability to publicly and persuasively speak about issues of concern to the organization

Preferred Experience
• Leadership experience in Capital Campaigns
• Affinity for the Redwoods
• Familiarity with natural resource protection
• Contacts and networks in Silicon Valley

To Apply
Leadership Search Partners, a retained executive search firm, is conducting this search on behalf of Sempervirens Fund. Interested candidates should apply via email by sending a letter outlining qualifications, a salary history, and a resume as separate Word or PDF documents to jose@leadershipsearch.com with “Sempervirens Fund” in the subject line. Thank you.

Recruiting and retaining a diverse workforce is a high priority for Sempervirens Fund.