



**National Audubon Society Position Announcement
Managing Director, Audubon Vermont**

In the spring of 2016, the National Audubon Society adopted a new strategic plan to renew the organization's focus on the most important opportunities for addressing critical threats to birds and their habitat throughout the Western Hemisphere. The plan reaffirms Audubon's commitment to organizing our conservation work along four migratory flyways – the Atlantic, Mississippi, Central and Pacific. Each spring and fall, billions of migratory birds follow the flyways of the Americas from wintering to breeding grounds and back again. By protecting the web of life that represents the Americas' richest veins of biodiversity, Audubon is safeguarding our great natural heritage for future generations, preserving our shared quality of life, and fostering a healthier and more resilience environment. To do so, Audubon connects its powerful network—463 Chapters, 41 nature centers and sanctuaries, 23 state offices, more than 650 state and national staff members, 1.2 million members and volunteers, and U.S. and international partners—along each of the flyways, to weave a seamless web of conservation across the hemisphere.

Our 2016 strategic plan builds on the strong foundation established by the previous plan. It creates a five-year roadmap for the organization through 2020 and is guided by two ideas: by focusing on the needs of bird species, the scale and ambition of our conservation work can match the complexity of 21st century demands; and to do so, Audubon will become the most effective conservation network in America. We have set our sights on tackling the largest issues of our time across five crosscutting conservation strategies--climate, coasts, working lands, water, and bird friendly communities. We are building durable public will for conservation by broadening and deepening our support base, with a clear-eyed focus on increasing diversity and promoting inclusion. We have invested in the skills and capacity of our unparalleled distributed network to achieve wins across all these strategies.

Position Summary:

Audubon seeks a Managing Director to lead Audubon Vermont and build on its rich history to expand the organization's contributions to conservation in Vermont and throughout the Atlantic Flyway. This person will lead the organization to its next level of conservation and financial success working with a group of professionals in the state, an active and supportive state advisory board, and conservation, policy, network and development colleagues along the entire flyway.

This is a high profile, pivotal opportunity for a dynamic conservation professional. As one of Audubon's state programs with a significant leadership role in the Atlantic Flyway, an annual budget of nearly \$700,000 and a staff of 7, Audubon Vermont uses its statewide Forest Bird and Champlain Valley Bird conservation initiatives, educational programming, the Green Mountain Audubon Center, 6 affiliated local Audubon Chapters, and 6,000 grassroots members to protect birds and the places they need through on-the-ground conservation, educational and outreach programs and policy advocacy.

Currently reporting to National Audubon Society's Chief Conservation Officer, the successful candidate will have the passion and organizational leadership skills necessary to work closely with the Board and staff of Audubon Vermont and leadership across the Atlantic Flyway and Audubon's national network to articulate, develop, and implement Audubon's conservation goals and strategies within Vermont while maintaining Audubon Vermont's leadership role in the flyway.

Audubon offers an excellent benefits package and a competitive salary that is commensurate with experience. This position will be located in Huntington at the Audubon Vermont State Office/Green Mountain Audubon Center.



Essential Functions:

Strategic and Organizational Leadership

- Provide leadership, vision, and day-to-day management of Audubon Vermont's state office and statewide programs to advance the organization's mission and strategic priorities.
- Develop and lead the implementation of a five-year strategic plan for Audubon in the state of Vermont and grow the organization's capacity across the state to achieve conservation of priority birds and their habitats.
- Work closely with the Audubon Vermont Board to support their efforts in continuing the development of a strong statewide organization through fundraising, program development, and conservation advocacy.
- Demonstrate a commitment to leveraging the Green Mountain Audubon Center as a hub for education, conservation, and demonstration management, including building bird-friendly communities, promoting working lands for birds and addressing climate change and engaging Vermont's growing diverse population through strategic outreach efforts.
- Responsible for managing the day-to-day operations of the state office, including monitoring financial and programmatic goals, analyzing results, and taking corrective actions.
- Provide leadership, management, and mentoring to geographically decentralized team of professionals while preserving open communication and recognizing the value of the management team.
- Seek out and implement best practices from across National Audubon Society, drawing upon resources where needed in order to advance state priorities.
- Act as a strategic and creative thinker and leverage the assets of the state program, be it talent, the local network, or physical assets available, such as Green Mountain Audubon Nature Center and sanctuaries, in order to achieve state and Flyway goals.
- Implement strategic priorities and initiatives that align with Audubon's overall conservation goals, strategies and result in the organization's increased statewide capacity to achieve the conservation of priority birds and their habitats.

Fundraising, External and Network Relations

- Represent Audubon Vermont throughout the state and raise its profile and visibility to funders, partners, policymakers, and the public.
- Working with National Audubon Society's development staff and the board, lead and grow Audubon Vermont's fundraising efforts to cultivate and solicit major donors and foundations to support the Audubon's strategic and local priorities to significantly increase contributions from diverse stakeholders.
- Adopt a collaborative approach to donor strategies under the One Audubon integrated fundraising model for members and donors.
- Inspire and provide guidance to Audubon Vermont chapters to help them realize their potential for on-the-ground conservation and education, as well as within the larger organization's Atlantic Flyway infrastructure.
- Work with the Chapter Assembly to strengthen the statewide presence of Audubon and support these organizations in their local efforts.
- Work with government departments and non-governmental organizations to promote and prioritize bird science and habitat conservation.
- Expand the geographic reach of Audubon Vermont programs both within the state and across borders.
- Prioritize engagement of Vermont's diverse population through strategic outreach efforts, including:



- Promoting programs such as Bird Friendly Cities, which is Audubon's commitment to the sustainability of our urban, suburban, and rural places by reestablishing the ecological functions of our cities and towns and providing essential, safe habitat for birds.
- Operating the Huntington Center as a field educational center and developing new mission-driven educational programs and relationships.
- Working with landowners to make their land bird-friendly.
- Overseeing field research on Vermont birds and habitat.

Qualifications and Experience:

- Minimum of five years of experience in a senior management role with accountability over similar programs or regions.
- Management experience, including leading and managing multi-disciplinary teams; able to communicate clearly, set achievable objectives, delegate appropriately, and promote/sustain excellence in a multi-disciplinary staff.
- Experience communicating with and presenting to diverse audiences including donors, board members, employees, outside partners, or equivalent.
- Demonstrated success in budget management and fundraising, including experience with major donors, foundations, corporations, and government funders.
- Demonstrated leadership and visionary qualities and ability to work effectively with and through others in a decentralized and geographically dispersed organization.
- Experience in the field of conservation; ideally knowledge of politics and society with respect to conservation and environmental affairs in Vermont.
- Knowledge and appreciation of Vermont and its environment, its conservation and political history, and the role of science in developing conservation strategies, as well as an understanding of the role that science, policy, and education cooperatively play in achieving conservation goals and outcomes.
- Outstanding interpersonal skills, judgment, and a demonstrated ability to collaborate and build coalitions with a wide range of individuals and organizations.
- Tech-savvy, including proficiency with Microsoft Office applications, budgeting systems and donor databases – Salesforce experience desired. Comfort with and interest in leveraging technology to maximize conservation impact and network engagement.
- Willingness and ability to travel routinely throughout the state and nationally, as required.
- A strong commitment to the mission, values, and programs of the National Audubon Society and Audubon Vermont.
- Bachelor's degree in nonprofit management, business, conservation or related field required; advanced degree preferred.

Application Instructions:

To be considered, please submit a cover letter and resume directly on our Career Center at: <https://careers-audubon.icims.com/jobs/3625/managing-director%2c-audubon-vermont/job>.

Audubon is a federal contractor and Equal Opportunity Employer (EOE).