

Central Conservation

789 Myrick Park Drive
La Crosse, WI 54601



Position Title:	Executive Director
Position Type:	Full-time, permanent
Location:	La Crosse, WI
Reports to:	Board of Directors
Starting Salary:	\$105,000-\$120,000 annually (based on experience), exempt from overtime.
Benefits:	Six weeks paid time off annually, health, dental, 401(k) match, seven paid holidays, parental leave, flexible schedule, employee assistance program.
To Apply:	Email a cover letter, resume, and three references to Diverse Search & Associates at admin@diversesearchaa.com
Deadline:	Applications will be accepted until 5:00 p.m. on Friday, March 28 th or until position is filled.

Position Overview:

Central Conservation seeks an inspiring and visionary Executive Director to guide the organization into its next phase of growth and impact. This leadership role will focus on expanding and strengthening Central Conservation alongside its key programs - WisCorps and The Nature Place.

The Executive Director will drive a strategic, mission-focused approach to ensure financial sustainability, develop new funding opportunities, support a talented team, and oversee essential operational areas, including fiscal management, fundraising, strategic planning, program development, partnership expansion, and community outreach.

As the public face of Central Conservation, the Executive Director will play a vital role in cultivating and stewarding relationships with government agencies, businesses, donors, foundations, and other organization partners. By fostering a positive organizational culture and supporting the growth of the Central Conservation staff team, the Executive Director will ensure Central Conservation remains one of the best places to work in Wisconsin.

This role is a unique opportunity to lead an organization at a pivotal moment - one poised for growth and capable of creating a lasting impact in the conservation movement.

About Central Conservation:

Central Conservation, Inc. is a 501(c)3 non-profit conservation agency that aims to unify the conservation movement by empowering a constellation of environmental organizations working to care for our Earth.

Central Conservation is the parent organization of **WisCorps - The Wisconsin Conservation Corps** (www.wiscorps.org) and **The Nature Place** (www.natureplacelacrosse.org).

The Executive Director will deliver on key responsibilities including:

Leadership & Vision

- Provide inspirational leadership and set an overall strategy for the organization's growth and development, ensuring alignment with the mission, values, and long-term goals.
- Lead the organization in making high-level decisions that support short and long-term objectives, ensuring that the organization adapts to emerging challenges and opportunities.
- Engage and inspire buy-in from key stakeholders - including staff, board members, donors, and community partners – for the organization's vision, goals, and strategic initiatives.

Board of Directors

- Foster active Board engagement in advancing the organization's mission, fundraising initiatives, and programmatic impact. Partner with the Board to develop, refine, and execute the strategic plan.
- Maintain transparent and consistent communication with Board Members to ensure they are well informed and equipped to fulfill their governance duties.
- Encourage and maintain positive working relationships between Board Members and staff.

Fundraising & Revenue Generation

- Support all fundraising efforts by working with the Director of Development to set fundraising goals, cultivate major donors, and participate in stewardship activities to ensure strong donor retention.
- Foster and maintain strong relationships with stakeholders, including individual donors, corporate sponsors, foundation partners, and government entities, to ensure continued financial support.
- Strategically expand revenue-generating activities by working with the Directors of WisCorps and The Nature Place to strengthen existing revenue streams and identify/implement new revenue streams.
- Support a culture of philanthropy within the organization by providing staff and board members with meaningful opportunities to engage in the fundraising process.

Fiscal and General Management

- Develop and implement strategies to ensure the organization's financial sustainability and growth.
- Collaborate closely with the Director of Administration to oversee budgeting, ensure financial resources are allocated effectively, and manage cash flow.
- Monitor financial performance and analyze reports to assess the organization's financial health. Identify potential financial risks and implement strategies to mitigate them.
- Ensure compliance with regulations, contracts, grant terms, accounting standards, and best practices, including annual tax filing and audit requirements.

Supervision and Staff Support

- Demonstrate strong leadership, accountability, respect, empathy, collaboration, and ethical behavior to inspire trust and commitment among staff.
- Promote a positive work-life balance and staff well-being by supporting flexible work arrangements, family needs, and other policies that maintain a supportive environment for personal and professional growth.
- Ensure effective communication across all levels of the organization, facilitate transparency, open dialogue, and regular feedback between staff and leadership.
- Directly supervise and support all Director level staff, including the Director of Administration, Director of Development, Director of WisCorps, and Director of The Nature Place.

Skills, Experience, and Qualifications:

Essential:

- 7+ years of organizational leadership experience, with a proven record of providing visionary leadership, high-level decision-making, and driving the overall strategy for organizational growth and development.
- Demonstrated ability to lead with empathy and self-awareness to foster a positive organizational culture where staff feel valued, supported, and empowered to grow personally and professionally.
- Passion for our mission and an effective communicator who can inspire buy-in from key stakeholders - including staff, board members, donors, and community partners.
- Extensive experience overseeing organizational finances, including budgeting, resource allocation, cash flow management, and monitoring financial health and sustainability.
- Record of ensuring compliance with regulations, contracts, grant terms, accounting standards, and best practices, including annual tax filing and audit requirements.
- Experience working with a Board of Directors to advance an organization's mission, fundraising initiatives, and programmatic impact.
- Able to demonstrate a working knowledge of fundraising and revenue generation, including major gifts, cultivation, stewardship, grant writing, donor retention, and creating a culture of philanthropy.
- Proficient in assessing and mitigating organizational risks.
- Possesses a valid driver's license and insurable driving record.

Preferred (a plus):

- A degree in a related field (business, administration, non-profit management, finance, etc.)
- An understanding of issues and opportunities affecting the conservation movement.
- Experience developing public relations and/or marketing strategies.
- Experience leading or supporting mergers, acquisitions, or other strategic partnerships.
- An understanding of the federal AmeriCorps program and/or an AmeriCorps alum.

Travel and Hours Requirements:

We operate in a flexible working environment. Our work hours are typically Monday through Friday, 8:00 am to 4:00 pm. There is a requirement for occasional evening and/or weekend hours for specific development and leadership activities such as board meetings, donor meetings, and events. Occasional travel is required.

Central Conservation, Inc. provides equal employment opportunities without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran per applicable federal, state, and local laws.

We are committed to assuring equal employment opportunity and equal access to services, programs, and activities for persons with disabilities. If you have a disability and need to access information in an alternative format or need it translated into another language, please contact us at 608-782-2494 by email at info@centralconservation.org or Wisconsin Relay 711.