

Central Conservation

EXECUTIVE DIRECTOR

The Driftless Region | La Crosse, WI

Our Divisions



WISCORPS



THE ORGANIZATION

Central Conservation is a La Crosse, Wisconsin, non-profit conservation agency that aims to unify the conservation movement by empowering a constellation of environmental organizations working to care for our Earth.

As the parent organization of WisCorps (The Wisconsin Conservation Corps) and The Nature Place, Central Conservation believes the future depends on collective action. Every acre restored, trail built, young child inspired, and connection formed through a personal relationship with the land relies on our ability to provide opportunities for stewardship.

With that goal in mind, Central Conservation's services are designed to build the infrastructure and provide the dedicated administrative support that makes such work possible. Behind every successful conservation effort is a strong foundation — one that allows organizations and the people within them to focus on the work that matters most. By sharing resources and strengthening operational support, Central Conservation helps conservation partners work more efficiently while ensuring the organizations we care about — and the people doing this important work — remain one step closer to the future we all envision.

Central Conservation employs 15 full-time staff, approximately 100 AmeriCorps Members, and several part-time employees and volunteers, with \$3M in annual revenue.



THE OPPORTUNITY

Unify the conservation movement.

Central Conservation seeks an accomplished, driven, thoughtful, entrepreneurial leader to take the organization forward. 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. Reporting to a Board of Directors, the new Executive Director will provide visionary leadership toward furthering the organization's role as a champion for and steward of the conservation movement in the Driftless Region and beyond.



THE ROLE

For people. For land.

Central Conservation's new leader is an outstanding listener, quick learner, excellent communicator, and relationship builder. They have a natural ability to learn the key drivers of their stakeholders as well as the internal challenges and opportunities of their employees.

The Executive Director will bring an innovative and creative eye towards the organization's core functions, while responding to an evolving landscape for the conservation movement. They 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.



KEY ACCOUNTABILITIES INCLUDE:

Stakeholder Relations

- Serve as the “face” of Central Conservation, nurturing relationships with stakeholders and partner organizations, and promoting conservation throughout the Driftless Region and beyond
- Represent Central Conservation amongst key regional and national players similarly committed to the conservation movement
- Navigate the sometimes contrary objectives of the broad range of stakeholders that make up the greater conservation movement
- Work with staff to develop key strategies and activities that increase the awareness and reputation of the organization as well as serve its mission
- Share the incredible story of conservation in the Driftless Region and how Central Conservation can continue to serve the needs of the region and a variety of stakeholders

Team Leadership

- Ensure the organization is a vibrant and open place to work; practice active listening and collaboration; demonstrate a “service-oriented” mentality towards clients, stakeholders, and colleagues; foster and encourage an “open-door” policy with all employees; seek new ideas from employees, stakeholders, and clients
- Promote mutual accountability for staff performance, always with an eye on data to inform intuition

Strategic Leadership

- Articulate strategic vision authentically and compellingly to board, staff, and stakeholders
- Provide leadership, vision, and framework to develop, revise, improve, and implement strategic goals in line with the organization’s mission
- Provide leadership in developing short- and long-range financial plans with the Board of Directors and staff, in line with the organization's mission

Board Relations

- Partner with the volunteer Board of Directors in the development of the Board's agenda, strategy, and oversight
- Work with the Board to improve policy and ensure proper governance

THE IDEAL CANDIDATE

🌲 Thoughtful Leader.

Central Conservation's next Executive Director is a humble, self-aware, and driven leader who expects their team to be superior to them in their area of specialty. They take full responsibility for their actions and expect their team to do the same.

Moreover, while an intelligent and astute learner, they gladly rely on the expertise around them and desire to listen to the advice of their internal and external stakeholders. While facilitating input and feedback from a diverse set of sources, they are decisive when needed to accomplish key objectives. They bring a track record of high standards, accountability, and unimpeachable integrity.

🗨️ Excellent Communicator.

As a leading voice for conservation, they foster a culture of clear, honest communication. In addition to being an excellent communicator themselves, they nurture clear, responsive communication with the organization's stakeholders and the community as a whole. They are skilled at interacting with members of the media and advocating with governmental entities.



THE IDEAL CANDIDATE

Proven Collaborator.

Central Conservation is part of a network of committed and allied organizations working together to raise the profile and health of the conservation movement. The next leader will have the ability to embrace and build upon these relationships and work collaboratively with these external partners.

Skilled Manager.

As a leader, the new Executive Director has proven ability in managing and building complex organizational dynamics and systems. They are adept at stewarding an organization's finances and managing a budget and P&L. In addition, they have demonstrated success managing through change, developing talent and instilling an employee-centered culture. They are a proven developer of people and organizations. Their team wants to work with them to produce stellar products and solutions.

Adept and Willing Fundraiser.

Regional and national funding for conservation-related organizations are constantly shifting. Central Conservation's next leader will nurture creativity and innovation as the organization works to evolve its work and further secure its financial future. They are a strong partner to their development team.



QUALIFICATIONS

Passionate about conservation.

- Passionate about the conservation movement, National Service, and youth/young adult development
- Minimum of 5 years of professional leadership experience including general management responsibilities as leader of an organization or a significant division
- Possess the emotional intelligence to nurture a healthy work environment that promotes hospitality, creativity, employee engagement, inclusion and accountability
- Demonstrated experience as the external face of an organization
- Experience managing through change
- Demonstrated experience building and aligning an organization to a vision for innovation and future growth
- Strong stakeholder relationship skills
- Demonstrated competency in fundraising and fluency in all facets of advancement
- Demonstrated competency in strategic planning and executing detailed annual business plans
- Thorough understanding of nonprofit financial planning, budgeting, cash flow management and public financing
- Federal grants experience is a plus

COMPENSATION

The targeted salary range for this role is \$110,000 to \$120,000 annually, dependent on qualifications. In addition, Central Conservation offers competitive benefits package including health insurance and retirement benefits.



Thank-you!

Central Conservation has retained Orion Search Group to help conduct the search for its next Executive Director. For more information about the opportunity, please contact Joel Bergstrom with Orion Search Group.

(952) 345-1006

joelb@orionsearchgroup.com