

Executive Director

New Mexico Land Conservancy

Santa Fe, New Mexico

[New Mexico Land Conservancy](#) (NMLC) is an accredited, statewide, nonprofit land trust and conservation leader in the Southwest. Since 2002, NMLC has protected more than 655,000 acres of high-conservation value land throughout New Mexico and southeast Arizona. Our Mission is: To preserve New Mexico's land heritage by helping people conserve the places they love. The Vision is clear and compelling: One million acres conserved, directly or in partnership with others. This goal includes [lands throughout the region](#), with a specific emphasis on significant wildlife habitat, productive agricultural lands, water and other natural resources, cultural and historic sites, scenic open space and recreational lands at community, watershed and landscape scales. Based in Santa Fe, NMLC is dedicated to preserving New Mexico's unique natural, cultural and agricultural heritage by helping people conserve the lands they love.

NMLC achieves its conservation goals by: 1) using conservation easements, land acquisition and other voluntary land protection methods that respect both land and private property rights; 2) educating landowners, other organizations, public policy makers and the general public about land conservation; and 3) promoting policy and legislation to further voluntary land conservation and enhance related benefits for private landowners.

NMLC's main office is located in the heart of the Community College District on Santa Fe's south side. [The Petchesky Conservation Center](#) provides the office and meeting center for NMLC on 262 acres. Operations in southern New Mexico are conducted out of NMLC's Silver City office.

Who We Are

New Mexico Land Conservancy is a 20-year-old 501(c)3 corporation accredited by the Land Trust Accreditation Commission. NMLC has an operating budget of \$1.4 million and currently employs a staff of 6 (in addition to the Executive Director): a Northern Project Manager, a Southern Program Manager (Silver City office), a Conservation Specialist (Silver City office), a Stewardship Manager, a Communications Manager, and an Accounting & Office Manager. The organization is governed by a volunteer Board of Directors that currently consists of 11 members.

Our **organizational strengths** include:

- Reputation and Connections – 20 years of solid experience and an excellent performance track record. NMLC is well known and respected in many circles including conservation organizations, state and national agencies, legislators, foundations and other funding sources, and landowners.
- Leadership Role and Performance in Land Conservation – The only land trust that provides service for the entire state of New Mexico and portions of southeast Arizona, holding over 125 conservation projects permanently protecting over 655,000 acres. To date, NMLC has raised over \$50 million of public and private funding in support of its conservation projects.
- Full service - We provide a full-service package to our landowners and clients including due diligence, baseline documentation and environmental assessment, easement negotiation and drafting, commissioning appraisals, and filing for state tax credits.
- Sound financial footing with a reserve operating fund and sizable disposable assets.
- Tenacity\Persistence - We pride ourselves on getting the deals done! We seek out and navigate through a myriad of competitive private and governmental application processes in an effort to maximize the financial benefits for qualifying projects.
- Stewardship – Our annual monitoring and long-term relationships with our landowners is exemplary, as evidenced by landowner feedback, cooperation and support, and no major violations since our inception. Our stewardship fund stands at \$1.3 million and we are enrolled in the Terra Firma conservation easement insurance program.

Executive Director Position Summary

The Executive Director is the chief executive officer of the corporation responsible for overseeing the fundraising, finances, and administration; conservation and stewardship programs; communications, outreach, public policy and advocacy; and organizational development, including executing the strategic plan and vision of New Mexico Land Conservancy. The Executive Director reports to the Board Chair and has substantial interface with other Board members in both their governance and fiduciary roles. NMLC is seeking an experienced Executive Director to continue the organization's strong record of accomplishment, and to lead its growth and development into the future.

Executive Director Key Responsibilities & Outcomes

- Provide leadership in outreach and land conservation, strategic planning, fundraising, administrative, and operational, financial, and organizational development to accomplish NMLC's mission in accordance with Board-approved strategies and plans.
- Ensure sufficient funding to accomplish NMLC's mission and project goals:
 - Continue conservation productivity with project work while diversifying NMLC's funding base and develop new sources of funding, in particular, expand individual and major donor contributions.

- Maintain existing public agency and foundation funding and secure additional support from new government agencies and private foundations.
- Evaluate the potential of, and then implement as appropriate, other new sources of financial support such as real estate gifts and planned giving.
- Increase landowners, partners and supporters, professional advisors and the general public's awareness of NMLC including its accomplishments, goals and expertise. Plan and implement high-leverage outreach activities.
- Expand relationships with external constituents including landowners, individual donors, foundation funders, the media, other conservation organizations, academic institutions, community groups, and relevant government entities at local, state and federal levels.
- Partner with other entities for mutual benefit to accomplish NMLC's mission and leverage resources.
- Manage all staff directly and remotely (Silver City office) and ensure the running of a smooth, efficient organization.
- Maintain strong, collegial, positive working relationships with the Board of Directors, the staff, and outside professional advisors and contractors such as attorneys, appraisers, natural and cultural resource consultants, and accountants. Provide input regarding potential new Board members.

The Opportunity

The "Land of Enchantment" attracts lovers of beauty and mystery as it has for hundreds of years. The canyons, mountains, rivers and plains are iconic, the natural and cultural resources are unique and diverse, and the human cultures are rich in history and very much alive. The Southwest feeds your passion and drive for land conservation.

The next Executive Director of NMLC will join an organization with a track record of success and tremendous momentum. This year, NMLC (in partnership with the Department of Defense – White Sands Missile Range) completed one of the nation's largest conservation easements – 315,000 acres - at the Armendaris Ranch in southern New Mexico. The NMLC [annual reports](#) provide inspiring detail of the complete body of conservation work that has been accomplished over many years - and the promise of what is ahead. The incoming Executive Director will have the rare opportunity to reach the *visionary goal of one million acres conserved*.

The new Executive Director will begin work in the fifth year of a successful [five-year plan](#) and work with the board and other stakeholders to discuss the next strategic steps. The 2019-2023 plan has three strategic goals:

Goal #1: Conservation – Protect, conserve and ensure excellent stewardship for land, water, natural and cultural resources that are significant to New Mexico and the Southwest.

Goal #2: Education (Communications & Outreach) - Increase awareness of conservation methods and benefits; and public appreciation for the importance/value of our land, water and associated resources, and the need for their protection and conservation.

Goal #3: Capacity Building - Build and sustain NMLC as a viable, efficient and financially stable conservation organization; and increase capacity and support for conservation in New Mexico and the Southwest.

Leadership opportunities and challenges that await the new Executive Director include:

- Maintaining and increasing visibility of the conservation programs in all corners of New Mexico and in southeast Arizona.
- Increasing fundraising to diversify revenue and strengthen financial stability of the organization through individual giving, public funding and private grants, real estate gifts, planned giving, etc.
- Recruiting and retaining staff and matching staffing capacity to the flow of new projects.
- Helping recruit, mentor and build an effective board that can fulfill its fiduciary and governance responsibilities, and assist the organization in defining and achieving its strategic vision and goals.
- Building and maintaining effective partnerships and collaborations with landowners, community groups, public agencies, other nonprofit organizations, academic institutions and the private sector.
- Legislative outreach, advocacy and education toward conservation support through laws, tax incentives and appropriations.

The opportunity to become the next Executive Director is an opportunity to lead an organization dedicated to the highest quality work, operating as a learning organization with a work culture based on consensus, collaboration and teamwork. NMLC is an established and seasoned land trust with clear organizational values and demonstrated passion and tenacity for high-quality land conservation.

The Executive Director role includes working and living in beautiful Santa Fe (population 88,000). Santa Fe is the oldest capital city (first settled in 1609) in the United States and today is recognized as one of the most intriguing urban environments in the nation, due largely to the historic buildings and distinctive Spanish-Pueblo style of architecture. Seated in the Sangre de Cristo foothills, “the City Different” has a long-standing reputation as a great place to visit, and with a diverse economy, moderate climate and a stimulating cultural environment Santa Fe is an ideal place to live and raise children.

The city combines hundreds of years of history, a small-town charm, and abundant outdoor recreation with the sophistication of a world-class destination.

Required and Preferred Qualifications

The successful candidate will demonstrate:

- **Bachelor’s degree (advanced degree preferred)** in a relevant field (natural resource planning/management, biological sciences, geography, real estate, law, business, etc.).

- **Technical knowledge of conservation real estate methods and transactional experience** (conservation easements, fee acquisition, management agreements, land exchanges, etc.) with a land trust, nonprofit conservation organization, government land management or public open space agency, and/or in the private sector.
- Previous success in all management and leadership aspects of the “key responsibilities” described **above with a minimum of 5 years senior leadership/management experience (previous land trust or nonprofit management experience preferred)**
- The **ability to relate and communicate positively** to everyone involved including individual and major donors, urban and rural landowners, government officials, and members of the conservation and agricultural communities.
- An **understanding of the traditions of land use, culture, and politics in the American west**, *and* the ability to operate effectively in a multi-cultural state with a complex history and a wide diversity of people and organizations.
- **Fundraising experience** - a work history that includes successfully generating new revenue through a variety of fundraising strategies including donor relations, individual giving, government funding and foundation grants, and planned giving.
- A strong work ethic and ability to thrive in an environment that is business-like and entrepreneurial.
- Passion about growing the organization, with a major emphasis on land conservation and fundraising.
- A national perspective, interest and orientation to the work of land conservation.
- Ability to travel regularly (typically, 4-6 days per month) mostly in-state.

Compensation

The annual salary range for this position is \$110,000 - \$150,000 commensurate with experience. NMLC offers benefits (including 100% paid health plan and employer contribution to a retirement account), a flexible work environment and professional development opportunities.

Statement of Non-Discrimination

To give equal employment and advancement opportunities to all people, we make employment decisions at NMLC based on each person’s performance, qualifications and abilities. NMLC does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age or any other characteristic protected by law.

Application Process

To apply for this position, submit resume and cover letter to Bruce Scott, The Moran Company, through the link below. Within your cover letter or resume, please be sure to provide a description of your qualifications related to the Position Summary and the Required / Preferred Qualifications. **[APPLY NOW](#)**

For More Information visit: <http://www.nmlandconservancy.org>.