



Nantucket Conservation Foundation, Inc.  
Chief Executive Officer

The Nantucket Conservation Foundation seeks to recruit a Chief Executive Officer (CEO).

### **Mission and Background**

The mission of the Nantucket Conservation Foundation (NCF) is to assist in the preservation of Nantucket's character by permanently conserving, maintaining and managing natural areas and habitats and to encourage an appreciation of and interest in the island's natural resources. Since 1963, the NCF has strived to permanently protect many important and beautiful areas of the island for the enjoyment and education of residents, visitors, and future generations.

While the NCF's mission begins with land acquisition it certainly doesn't stop there. Here are just a few of the highlights of the Foundation's activities:

- All properties are open to the public for use at no charge every day of the year.
- The NCF maintain miles of hiking trails, beaches, open pastures, roads and parking areas for visitors.
- The NCF owns and operate the island's two remaining cranberry bogs including the cultivation, distribution and marketing of Nantucket Genuine Cranberries®, on track to be the largest certified organic cranberry grower in the Northeast by 2019.
- The next generation of conservation leaders is being groomed through their successful Young Associates program.

As open space became more expensive in the 1990's the NCF's board and staff created a strategic plan of acquisition, working with other island land conservation organizations, to target the remaining parcels of land the NCF felt it was necessary to acquire.

For more information on the full range of programs and projects supported by the Nantucket Conservation Foundation please review their website at [www.nantucketconservation.org](http://www.nantucketconservation.org).

## **Chief Executive Officer**

The Chief Executive Officer will lead a land conservation organization that works to preserve the natural character of Nantucket Island at a time of increasing stress on the island's natural resources. The CEO is a person who possesses leadership capabilities to engage staff, board and volunteers in advancing a robust and enduring enterprise.

The new CEO comes to the NCF at a remarkable moment in the history of the organization. After 47 years, Jim Lentowski is retiring as Executive Director. During his tenure the NCF experienced a wonderful period of land acquisition and growth. Governed by an active and engaged board and a seasoned staff, the CEO will lead the NCF in ushering in a new strategic plan that is shaped by sustainable land management activities informed by sound science. In the last decade, the NCF has transitioned its efforts from land acquisition to more robust land management, scientific research, education and outreach, wildfire risk management and the financial sustainability of its working cranberry bogs. The CEO is an individual who will serve as an active community leader open to ideas and willing to engage in innovative approaches to land stewardship.

The NCF's overall assets exceed \$130 million and the annual budget is approximately \$4 million, of which a third comes from over 2,000 individual members. The NCF's work is guided by a staff of 20, including its administration, scientists, interns, rangers and agricultural professionals. The NCF's governance includes a 25-member Board of Trustees with an Advisory Council of 18. The CEO will live on Nantucket.

The new CEO will be challenged to meet the following broad goals and responsibilities:

- To provide leadership in evolving and implementing the NCF's organizational vision, mission and strategic priorities.
- To support the development of a vibrant future by continuing to cultivate, expand and make the best use of the NCF's board, volunteer leaders, staff and members.
- To continue to expand the financial base of the NCF, pursuing philanthropic funding sources and other creative sources of revenue for the organization.
- To attract, retain and manage a team of professional staff who possess the capacity to fulfill the NCF's mission.
- To expand membership and community support for the NCF's mission.

The CEO ideally should possess the following professional qualifications and personal attributes:

Professional Qualifications:

- Proven track record of growth and achievement in nonprofit or for-profit sector.
- Solid experience working with finance in managing budgets, planning for contingencies and identifying revenue streams.
- Understanding of technology and importance of reaching out to the NCF's existing and potential audiences with a multi-platform strategy that utilizes technology and social media as well as print and personal engagement.
- Capacity to lead, inspire and mobilize people – particularly leaders, volunteers and other supporters – in advancing the vision of a vibrant, science-based conservation enterprise.
- Management style that is goal oriented, but flexible and that respects the capabilities and independence of volunteers and staff alike and provides them with a clear sense of direction.
- Demonstrated experience in developing and administering a comprehensive fundraising program including individual donor, corporate and foundation solicitation, capital campaign activities and other revenue-generating programs.
- Possessing the highest level of personal and professional integrity, quality standards and a strong work ethic often requiring weekend and evening engagements.

Personal Attributes:

- Passionate commitment to the values and mission of the NCF and a demonstrated conservation ethic.
- Ability to inspire trust, lead and facilitate with strong interpersonal skills and move from ideas to action.
- A superb professional and personal presence.
- Personal creativity and strategic vision, coupled with an ability to listen to others and learn from their best ideas.
- Ability to think strategically, tactically and creatively.

**Compensation**

Compensation for the Chief Executive Officer includes a competitive base salary, and a package of health and employee benefits.

**How to apply**

Interested candidates should submit a resume and cover letter responding specifically to the experience and qualifications being sought to: Daniel Sherman, President, Explore Company at [resumes@explorecompany.com](mailto:resumes@explorecompany.com). Refer to NCF/CEO in the subject line. No phone inquiries please.

*The Nantucket Conservation Foundation is an equal opportunity employer and invites individuals who bring a diversity of culture, experience and ideas to apply.*

*All correspondence will remain confidential.*