Posting Date: December 2, 2022  
Title: Executive Director  
Hours: Full-time @ 32 hours/week, salaried  
Reports to: Board of Directors  
Location: Flexible, USA  
Rolling application, review begins January 9, 2023

About NWSA

The National Wilderness Stewardship Alliance (NWSA) exists to bring together the wilderness stewardship community into a growing network of volunteer-based non-profit organizations that provide stewardship for America's enduring resource of wilderness. Founded in 2010, our organization has a strong track record of supporting our members through:

- Education and training, including partnering to produce the annual National Wilderness Workshop and hosting webinars throughout the year;
- Partnering with the U.S. Forest Service to bring funding to wilderness stewardship organizations;
- Advocating for federal funding for wilderness stewardship; and
- Advising, supporting, and connecting existing and start-up wilderness stewardship organizations to ideas, resources, partners, and more.

This is a critical time for wilderness stewardship and an exciting time for NWSA. Impacts from accelerating changes in climate, to growing pressures from increased use and decreased federal support for the agencies that manage designated wilderness areas require innovative wilderness stewardship approaches. At the same time, the wilderness stewardship community is evolving and responding in exciting ways. New community-based organizations are emerging to help steward wilderness with a collective recognition that the future of wilderness
Position Overview

NWSA seeks a dynamic leader with a passion for wilderness and a strong commitment to ensuring the future of wilderness stewardship in a vibrant and changing world. The ideal candidate will demonstrate a keen understanding of and passion for NWSA’s mission and is someone who understands the importance of collaboration across all aspects of organizational processes. This person must be ready to join the Board to lead NWSA in pursuing new strategic goals in wilderness stewardship and advocacy within the framework of racial equity and social justice.

For the past several years, NWSA has been led by a passionate and committed board supported by a 0.25 FTE contracted executive director. The organization has grown and matured significantly to be ready for and in need of a full-time leader with ability in strategic leadership, fundraising and who possesses an understanding of, and experience in, collaborative ventures and partnership building.

Diverse candidates and candidates with non-traditional backgrounds are encouraged to apply and may have experience in the non-profit, corporate and/or government sectors. The position is full-remote with availability to meet organizational demands during business hours that balance multiple time zones.

The new executive director will report to the Board of Directors and will be directly supervised by the Executive Committee of the Board.

For a document listing the core responsibilities of this position, click here.

At the start of their tenure, the executive director will:

- Coordinate the implantation of our current programs in partnership with the board and volunteers;
- Lead NWSA to increase our support for justice, equity, diversity, and inclusion (JEDI); and
- Build sustainability for NWSA through increased revenue development.
Initially, approximately 50% of the person’s time will be committed to implementing programs and 50% to managing and growing the organization. NWSA’s new strategic direction focuses on aggressive board development and finance / revenue development goals. We believe a highly motivated executive director can work with the board to grow NWSA’s staffing within two to three years, creating the potential for the addition of more program and/or administrative support.

The position is designed as a 32-hour a week full-time job with a target beginning annual salary range of $58,000-$70,000, with some flexibility commensurable with experience. Benefits include generous paid time off and paid sick leave, a monthly health care stipend, and a monthly home office stipend.

Desired experience and background

The items listed below are guidelines, not hard and fast rules. If you have much of the experience or background listed, we encourage you to apply. Your experience refers to paid and unpaid experience, including volunteer work, which helps build the competencies, knowledge, and skills that translate directly to this position. Applying gives you the opportunity to be considered.

- Understanding, experience, and passion related to public lands and conservation.
- A shared commitment to our values of justice, equity, diversity, and inclusion, particularly in relation to public lands.
- 2+ years leadership experience including demonstrated strength in leading, managing, and motivating staff, a governance board, and/or leadership volunteers in a positive, supportive, and inclusive team-based atmosphere.
- Excellent verbal and written communications abilities including strong listening skills, the ability to synthesize and communicate key information verbally and in writing, and the ability to inspire trust and confidence in NWSA.
- Strength or interest in strategic partnership development including initiating, cultivating, and maintaining durable and effective partnerships and negotiating financial agreements with key partners to support the mission and programs of NWSA.
- Experience with, understanding of, or interest in federal agency budgets, structures, and programs.
- Strength or interest in fundraising including from foundations and individual donors.
Strength or interest in developing financial strategy and working closely with finance professionals to develop and oversee a business plan and annual / multi-year organizational budgets.

**Core leadership competencies and characteristics**

The ideal Executive Director of the National Wilderness Stewardship Alliance is:

- **Enthusiastic, independent, and motivated:** The new executive director will be the first permanent full-time staff member for NWSA. With solid programing and organizational foundation in place, the executive director is expected to take the organization to the next level in terms of programs, partnerships, and funding to move towards an ambitious vision during a time of increased pressure on wilderness and federal programs. The volunteer board is committed and supportive; at the same time, the new E.D. will need to be largely self-directed.

- **An inclusive and creative leader:** A person who fosters shared vision and purpose, brings others together, listens well to align multiple visions and goals, and is committed to making wilderness and wilderness stewardship welcoming and inclusive to all. A skilled interpersonal relationship-builder who relates well across differences inside and outside the organization and builds appropriate rapport in all directions using diplomacy and tact to convey information.

- **An effective motivator and coordinator of volunteers and partners:** The executive director will need to muster support from an extensive cadre of volunteer board members, partners, and NWSA members in support of our goals. The role calls for an emotionally intelligent, highly motivational team builder who encourages each person to give their best; coordinates activities to make sure everyone is swimming in the same direction; creates a sense of belonging, satisfaction, momentum, and cohesion; and leads from a place of humility, collaboration, and fun.

- **A reliable professional:** A person of great integrity and trust who is sincere in their professional approach; someone whose word can be trusted; someone who is transparent in internal and external relationships and is seen as a direct, truthful individual; a person who keeps confidences and admits mistakes; who does not misrepresent themselves or NWSA.
Additional Information

Physical Requirements
The ability to sit for several hours at a time.

Typical Working Conditions and Travel
The executive director may work remotely from anywhere in the United States. The executive director should be available to attend key meetings as needed including episodic travel to Washington D.C. and other locations where NWSA and partner events take place.

Technology
The executive director will work with a desktop computer, necessary computer peripherals and other common office equipment. Proficiency with the Microsoft Office Suite, Google Docs, Zoom, Website maintenance and social media is desired. Familiarity in using and/or managing a CRM database is also ideal.

Disclaimer
The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

Application Process

All applications are submitted electronically. Please submit a letter of introduction that includes your particular interest in this position and why you are qualified along with a current resume to nwsajob@wildernessalliance.org.

Application review will begin on January 9, 2023. Interviews with qualifying candidates will begin in mid-January with the position ideally commencing in February 2023.

To learn more about NWSA, please see our website at https://www.wildernessalliance.org/.