



## Position Announcement

### Executive Director

#### The Organization

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Greenbelt Land Trust (Greenbelt), based in Corvallis, Oregon, is a nationally accredited, regional non-profit land trust whose staff, board members, donors, volunteers, and community supporters are committed to protecting and preserving the Willamette Valley – this awe-inspiring place that we love here in western Oregon. Driven by a shared understanding that our health, culture, and economy are dependent on a healthy ecosystem; Greenbelt is guided by core values of vision, innovation, collaboration, equity, leadership, and resilience.

Greenbelt works alongside landowners and partners in Benton, Linn, Marion, and Polk Counties to develop visionary and creative solutions to protect our natural areas, enhancing quality of life for people from all backgrounds by strengthening connections between the land and its people. Our educational and volunteer programs foster a strong land ethic, engaging and inspiring youth and adults alike to take part in a meaningful, informed, and inquiring relationship with our environment and natural resources.

An innovative land trust, Greenbelt is leading the way in groundbreaking projects such as:

- Spearheading initiatives to advance equity, diversity, and inclusion in the community;
- The Confluence, a shared-space green office and events center for environmental partners;
- Breaking down barriers to the outdoors with the Health & Outdoors/Universal Access movement, establishing bold cross-sector partnerships as a provider of community health;
- Significant investment in restoration equipment allowing us to model state-of-the-art practices;
- Launch of a public/private comprehensive fundraising campaign; and
- Leading regional and statewide conservation efforts to build innovative funding approaches.

Greenbelt has permanently protected nearly 4,000 acres of critically important lands, through the purchase or donation of land and conservation easements, since our formation in 1989. With a stewardship endowment of \$3.7 million and \$2.5 million in restoration grants awarded in the last five years, Greenbelt actively manages these lands to build resilient watersheds, enhance wildlife habitat, restore and maintain natural ecosystems, and foster healthy connections to the natural world for all members of the community. Greenbelt is proud to be a conservation leader at the regional, state, and national level.

Greenbelt is growing a deeper understanding of the importance of equity in our work. The new Executive Director will be motivated by their belief in these principles to implement equity, access, and inclusion as organizational and community priorities.

#### The Opportunity

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Greenbelt is seeking a visionary Executive Director (ED) with wide experience, a love for land conservation, and a talent for working with people from a diversity of backgrounds and cultures. The new ED will inspire the organization with courage and creative solutions, as we begin our 31<sup>st</sup> year of steady, strategic growth and strong community support; and provide dynamic leadership as we continue to blaze new trails in conservation.

Greenbelt's new ED will thrive in and contribute to the staff culture of the organization: a culture rich in personal achievement, individual initiative, creativity, clear and direct communication, vision, innovation, and career development. Greenbelt's great accomplishments, in no small part, can be attributed to this culture. As a leader of this team, the ED will act with honesty and transparency, always approachable, empathetic, and willing to listen with an open mind.

Greenbelt is recognized regionally and nationally as an exceptional land trust. Its strength is based in large part on the authentic enthusiasm of the ED to engage with a diverse community, to establish collaborative partnerships across a broad social spectrum, and to effectively communicate innovative ideas. The new ED will lead by example as a bold advocate for the critical importance of conservation in the future health of our communities; and will support the advancement of diverse professionals within the land trust movement.

Working with and through a knowledgeable and dedicated staff of ten and a committed board of directors, the ED will harness the abilities and interests of a wide variety of internal and external stakeholders to accomplish the mission, embracing opportunities to become the public face of Greenbelt throughout the region and beyond.

As the organization's leader, the ED is responsible for providing vision, managing staff leadership, building relationships, and facilitating a work environment that encourages knowledge of, respect for, and development of skills to engage with those of other cultures and backgrounds. The ED's focus on external relationships includes cultivating major donors and fundraising, working closely with the Board of Directors, building relationships with conservation partners, playing a guiding role in state and national organizations, and representing the organization in the community. The ED's internal leadership relates primarily to strategic issues through delegation to and supervision of the Associate Director and Program Directors. In the first few years the ED will play critical roles in engaging Greenbelt in an equity, diversity, inclusion initiative, launching a comprehensive fundraising campaign, updating our 5 year Strategic Plan, and shaping the future evolution of the organization and its programs.

## **Compensation and Benefits**

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The starting salary range for the position is \$70,000 – \$90,000 annually, based on experience, and includes a competitive benefits package including generous paid time off, retirement plan with employer matching program, and health, vision and dental coverage. This is a full-time exempt position, based in Corvallis, Oregon. Our hiring decisions are based on merit, qualifications, and abilities. We grant equal employment opportunity to all qualified persons without regard to race, color, age, sex, religion, sexual orientation, gender identity, marital or familial status, physical or mental disability, legal source of income, or national origin.

## **To Apply**

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Please visit our website for full announcement information: <http://greenbeltlandtrust.org/jobs>

Applications are only accepted electronically and **initial reviews will begin on January 30, 2020**, with the position remaining open until filled.