



POSITION GUIDE

ORGANIZATION:	HAWK MOUNTAIN SANCTUARY
POSITION:	PRESIDENT
REPORTS TO:	Board of Directors
LOCATION:	Kempton, Pennsylvania

MISSION

The mission of Hawk Mountain Sanctuary Association is to conserve birds of prey worldwide by providing leadership in raptor conservation science and education, and by maintaining Hawk Mountain Sanctuary as a model observation, research and education facility.

ABOUT HAWK MOUNTAIN SANCTUARY

The world's first refuge for birds of prey, Hawk Mountain Sanctuary (Hawk Mountain) was founded in 1934 to stop the shooting of migrating raptors along an Appalachian ridge in eastern Pennsylvania. In the eight decades since, the nonprofit Hawk Mountain Sanctuary Association has grown into one of the leading global voices for the conservation of birds of prey by providing international leadership in raptor conservation science and education, and by maintaining Hawk Mountain Sanctuary as a model observation, research, and education facility where tens of thousands of visitors are inspired annually.

Hawk Mountain manages its 2,500-acre woodland as a publicly accessible wildlife refuge, designed to connect people with its mountainous setting and sweeping views and to generate appreciation for the annual hawk migration, and by association, raptors globally. Endowment, grants, bequests, admission fees, and membership dues support local to international scientific research and training programs. The Sanctuary is well known for its annual autumn hawkwatch, the longest-running raptor migration count in the world and, for the past four decades, its international Conservation Science Training Program.

Facilities include the Visitor Center; eight miles of hiking trails; an ADA-compliant, handicapped-accessible trail that links to several scenic overlooks; the Acopian Center for Conservation Learning, an international biological field station and training facility for

young raptor conservationists and the headquarters for Hawk Mountain programs in conservation science; and the Irma Broun-Kahn Education Building, headquarters for programs in global raptor conservation education.

Hawk Mountain has an international membership of 9,500 and welcomes an average of 65,000 visitors per year. The Sanctuary operates year-round with a full-time staff of 16, more than 200 active volunteers, and an annual operating budget of \$1.9 million.

FOCUS

Today, Hawk Mountain is unique in its practice of world-class conservation focused in three primary areas: Science; Education; and Sanctuary.

Science: Hawk Mountain scientists collaborate with international partners, conduct research on birds of prey globally, and help train the next generation of conservationists from around the world. Hawk Mountain's Conservation Science program uses biology and environmental science to develop adaptive management strategies to protect the world's migrating raptors, their migration systems, and the natural habitats upon which they depend. Over the past decades, the program has grown to work with world-class raptor scientists and other conservationists, graduate students and international trainees at the Acopian Center for Conservation Learning. At this exceptional facility, professionals gather to share ideas, collect and analyze new information, and formulate and test new conservation strategies. The Acopian Center also exposes the next generation of raptor conservationists to experts in the field by hosting visiting scholars and scientists from specialized disciplines across the globe.

One of the hallmarks of the Conservation Science program is the **International Trainee** initiative. This fully endowed program engages young conservationists from around the world in an intensive, months-long residency at Hawk Mountain to introduce them to best international conservation practices that will further raptor conservation worldwide. Recent trainees include researchers and students from Argentina, Gambia, Hungary, Palestine, Taiwan, and Spain. Since the opening of its Acopian Center for Conservation Learning in 2002, Hawk Mountain has doubled its annual enrollment of trainees and expanded the types of training available. Conservation science and leadership trainees, graduate students and academic interns all have access to Hawk Mountain's datasets and one of the largest collections of raptor literature in the world, and enjoy the ability to interact and learn from visiting professionals and build multicultural awareness and international partnerships in the inspirational setting of Hawk Mountain Sanctuary. Hawk Mountain has trained more than 400 young conservationists from 72 countries on six continents. It is the only such program of its kind anywhere.

Education: Critical to the success of Hawk Mountain is translating its research into effective learning opportunities. Each year, trained education volunteers and professional staff present over 270-free weekend programs, serve approximately 1,000 people in on-site programs, provide daily interpretation during the 123-day autumn and 45-day spring hawkwatch and offer additional workshops and special topic programs. Hawk Mountain educators serve students in guided groups, through introductory programs, by work serving the community at select off-site programs, and during weekend programs and other Hawk Mountain events. Through these efforts the education program reaches over 7,000 students through on- and off-site programs like Raptor Camp and field trips.

In July 2011, Hawk Mountain broke ground to improve and expand its historic Common Room, a building constructed in 1954 and used as the launching pad for guided field trips. It reopened in 2013 as a truly world-class Education Building, named the Irma Broun-Kahn Education Building in honor of its first volunteer Irma Broun. The ultimate goal of this effort is to create a global headquarters for raptor education, provide greater accessibility for students, and expand technology and the use of outdoor learning spaces.

The Education program also works to further the professional education of teachers and other educators. This is completed on multiple platforms, including the exciting new summer internship initiative, the **William R. Watson Education Internship**. The objective of this internship is to train individuals who are passionate about pursuing a career in conservation education. A secondary goal is to maintain a relationship with the intern in order to build a growing network of conservation educators across the country, and in time, around the world. This is a model that closely follows the principals and techniques utilized by interns and trainees within the Conservation Science Program.

Sanctuary: Maintaining and protecting Sanctuary lands and its viewshed demands substantial time and resources. At Hawk Mountain this effort is guided by the Hawk Mountain Land Management Plan, developed in 2000 to maintain best practices in the field. Recently, with support from the US Department of Natural Resources Conservation, Hawk Mountain has initiated a 5-year plan to treat invasive species with the goal of controlling or eradicating where possible. Additionally, Hawk Mountain continues to purchase parcels contiguous with the Sanctuary. Additional land protection activities include the protection of 65 acres northeast of the Sanctuary that include a LEED-certified home for use by Hawk Mountain. Efforts are currently underway to secure a conservation easement on all 2,500 acres of Hawk Mountain.

THE OPPORTUNITY

Hawk Mountain Sanctuary is in the midst of an exceptional run of success. Over the past 5 years, Hawk Mountain completed a successful \$1.4M campaign to upgrade the education facility that will assist its strategic growth and expansion. Additionally, Hawk Mountain has completed a campaign to build the first ADA accessible trail to the South Lookout, fortifying its inclusive approach to programming and activities on the mountain. The Conservation Science program has continued to lead the world in innovative research through its staff scientists and the innovative Conservation Science Trainee program.

The next President will be offered the opportunity to further this growth by working with the Board of Directors and staff to finalize a new strategic plan that will leverage the capital investments into greater programmatic and research impact and activity. Growing the endowment is a key priority moving forward in addition to several key programmatic objectives including: enhancing Hawk Mountain stewardship and improving the use of its largely untapped raptor tracking data more fully into the work of the conservation science and education initiatives. Of particular focus is the growth and prominence of the Education Program.

In 2014, Hawk Mountain hired its first Education Director in over 15 years, with the expressed goal of increasing the portfolio of programs and activities available both locally and internationally. The development of a "School in the Clouds" will leverage the wealth of conservation science underway at Hawk Mountain to translate research

into unique offerings that will be available on- and off-site. Education offerings will also engage a growing online presence to reach a broad national and international audience. One critical goal of the program is to endow the Director of Education position, which together with the endowed Sarkis Acopian Director of Conservation Science will solidify the stature and excellence of each area to Hawk Mountain's future.

The next President will also work in partnership with the Director of Conservation Science to further the ability to secure necessary funds to expand research activities and impact. And, he/she will continue to be a very active leader in Hawk Mountain's land protection activities, continuing to work with local officials, land owners, and other leaders to protect the habitat and viewshed from Hawk Mountain.

CANDIDATE PROFILE

Hawk Mountain Sanctuary seeks an accomplished leader who demonstrates a keen understanding of and passion for the organization's unique mission. The person must be ready to join with the Board to lead Hawk Mountain in pursuing strategic goals in environmental conservation, policy, education and research through a proven ability in fundraising, program oversight, collaborative ventures and constituency building. The ideal candidate will have a background that includes financial and staff management combined with an extraordinary understanding of philanthropy and proven success in raising significant funds from individuals, foundations, corporations, and public entities on behalf of mission and organization.

The successful candidate will exhibit exceptional interpersonal skills to effectively interact with Board, staff, environmental advocates and policy leaders, governmental officials, donors and other key stakeholders. The President must be able to articulate the mission of Hawk Mountain to a variety of constituents and establish effective and efficient internal communication. This individual must be confident, bright, and have the appropriate skills and presence to work in an effective, collegial and collaborative manner across the organization.

The ideal candidate will be a strong and effective leader, with an inclusive, team-oriented management style. The primary profile characteristics sought are successful leadership; proven fundraising skills; the ability and interest to cultivate relationships with key donors, board members, community and government leaders; relevant management experience; the ability to inspire and motivate staff and constituents; and the ability to be a visionary who will chart meaningful organizational growth for Hawk Mountain, while maintaining a strong and sustainable foundation.

Candidates with executive level achievement in the fields of fund development, environmental education, advocacy, policy, research, business, law and/or related fields are encouraged to apply. Nonprofit management experience, preferably in environmental protection or wildlife conservation, is desired. Proven experience and success in fundraising is highly desired.

A Bachelor's degree from an accredited college or university is required; a Master's degree is desired.

Applications and nominations are being received by Kittleman & Associates, LLC. To apply, please visit <http://www.kittlemansearch.com/hawk-mountain-sanctuary/>
For more information, please visit www.hawkmountain.org.