



Conservation Colorado

POSITION: Executive Director

REPORTS TO: Board of Directors

LOCATION: Denver, Colorado

Mission

The mission of Conservation Colorado is to protect Colorado's environment and quality of life by mobilizing people and electing conservation-minded policymakers.



What is Conservation Colorado?

Conservation Colorado seeks to protect what makes Colorado unique: its spectacular natural environment. The magnificent mountains, clear rivers, and wide open blue skies are rivaled by none and provide a truly exceptional quality of life. Unfortunately, the state of Colorado faces grave threats. Powerful interests are constantly pushing to put pollution and profit over public health. Conservation Colorado is at the front lines of every fight working to protect the air, land, water, and people across our state.



Conservation Colorado has a long and successful history of collaborating on key environmental issues, working collectively at the State Capitol, and establishing strategic partnerships, with organizations such as the League of Conservation Voters, to achieve success on a variety of levels, including:

- Ensuring that more than three million acres of wilderness will stay forever wild.
- Building a more powerful and influential voice for local Latino communities and leaders through Protégete: Nuestro futuro vale la lucha.
- Setting a statewide renewable energy standard, then increasing it to 30% and making it one of the strongest in the nation.
- Working to minimize impacts from oil and gas drilling by updating public health, drinking water and wildlife protections in 2008 and continuing to push for further reforms.



- Passing more than 130 different conservation bills at the state legislature in the past six years on a host of environmental issues ranging from water efficiency to air quality to energy efficiency to transit.
- Electing pro-conservation candidates and holding

elected officials accountable in the State Legislature, Governor's Office, and local government councils and commissions.

Conservation Colorado's work to protect and advocate for the environment reflects the organization's commitment to racial, social and environmental justice. Engaging communities of color among other key constituencies for the environment is an organizational priority. Within the organization, we aim to create a workplace culture and policies and practices that demonstrate how we value equity and inclusion.

Conservation Colorado, as a 501(C)(4) organization, endorses candidates, and lobbies for environmental policies. Educational programs and nonpartisan civic engagement work is delivered by the Conservation Colorado Education Fund: a 501(C)(3) charitable organization. The organization operates three political

committees that work to elect pro-conservation champions. In 2018, Conservation Colorado will have a total budget of \$3.7M and a staff of approximately forty. The organization's primary office is in Denver, Colorado, with four field offices in Grand Junction, Craig, Durango and Pueblo. For more information regarding Conservation Colorado's impact please visit www.conservationco.org.

THE OPPORTUNITY

For over 50 years, Conservation Colorado has worked with communities statewide to ensure that the quality of life and the environment are protected. Forged from the history and accomplishments of the Colorado Environmental Coalition and Colorado Conservation Voters, Conservation Colorado is the next chapter in protecting Colorado's natural heritage. The organization is committed to protecting



iconic public lands and wilderness areas, creating a new energy economy that is not reliant on fossil fuels, and advocating for water policies that ensure the health of Colorado's rivers, preserve the agricultural economy and plan for future growth. To achieve these outcomes Conservation Colorado:

- Builds long-term capacity and power for Colorado's environment through grassroots organizing.
- Advocates for policies, regulations and laws that protect Colorado's environment.
- Broadens the base of conservation voters by engaging a diverse array of communities, including young voters, Latinos and other historically disenfranchised communities.
- Wins state and local elections in Colorado's critical races by providing endorsements, volunteer support and financial resources thus building momentum for future policy and political victories.
- Holds elected leaders accountable through targeted media campaigns and organizational publications like Conservation Colorado's Legislative Conservation Scorecard.
- Continues to build organizational capacity and cultivate Conservation Colorado's human capital (Board, Staff and Volunteers) to advance the organization's mission and outcomes.

CANDIDATE PROFILE

Conservation Colorado seeks a leader who is passionate about protecting Colorado's unique environment. This individual will be a tireless advocate for Conservation Colorado's mission, inspiring others to support this organization's position on issues and policies. This person will elevate voices of diverse communities historically disenfranchised from discussions of environmental policy.

The Executive Director is the organization's chief executive officer. This individual is part entrepreneur, part politician and part environmental sector leader. The successful candidate will blend the results-oriented, risk-taking attitude of the entrepreneur with the constituent interest skills of the politician and the listening, consensus building and advocacy skills of the community leader. This energetic person is a multi-talented generalist who can balance numerous priorities. Finally, the Executive Director will be respected for his/her integrity, trustworthiness, fiduciary oversight and competence.

This individual will commit to building a diverse staff inclusive of many different backgrounds, identities and philosophies and creating an equitable and inclusive work environment. Candidates must demonstrate experience in organizational management and leadership. The ideal candidate can build and nurture a culture that is grounded in a shared vision, fosters vibrant team work, supports mutual respect and is unrelenting in its pursuit of quality.

Key skills and attributes include:

- **Leadership and Vision.** Provides inspiration, leadership and support to the Board, staff, volunteers, donors, stakeholders and other diverse constituents in protecting Colorado's unique environment. This is a high profile, high energy position, requiring a dynamic individual who will motivate and mobilize others to support Conservation Colorado's objectives.
- **Relationships.** Builds effective and durable relationships that translate into long-term successful collaborations, impactful partnerships and fundraising results. Delivers excellence through personal accountability, motivation and engagement. Demonstrates political acumen and comfort with complexity and ambiguity.
- **Advocacy.** Influences policy makers and policy as a strategic advocate for the environment. Participates in the civic and political life in the State of Colorado, building the organization's reputation and visibility. Examines policy solutions through an equity lens.
- **Fundraising.** Personally raises money and increases the organization's fundraising results by working collaboratively with the Board and staff. Understands the dynamics of effective political giving and fundraising programs. Builds durable and effective relationships with funders and donors.

- **Governance.** Understands nonprofit governance and has the skill to support the Board's development as Conservation Colorado's strategic governing body. Frames issues for Board review, discussion, input and action. Advocates for the Board's development, evaluation and performance.
- **Excellence.** Runs a fiscally sustainable organization and coaches a strong management team that executes the strategic plan to increase Conservation Colorado's impact. Establishes metrics for operating results and financial performance as well as for achieving balanced growth across all the organization's components and functions. Sets high ethical standards and is accountable for the organization's results.
- **Communications.** Media savvy. Experienced spokesperson who will elevate the organization's presence and brand. Enjoys public speaking opportunities with the media, elected officials, policymakers and a broad range of constituents.

Qualifications

This individual will demonstrate Executive Director or equivalent leadership experience gained over a career of progressive management experience in the nonprofit, corporate and/or government sectors. This executive has experience mobilizing talent to support impact and organizational outcomes. It is expected that candidates can demonstrate success in building durable relationships with partners, stakeholders, and donors. This results-oriented leader will demonstrate success in operating a financially healthy and sustainable organization.

The ideal candidate will possess knowledge of government relations, policy development and politics, and is driven by a love of the outdoors. As the organization's key spokesperson, this individual must have exceptional verbal and written communication skills. The successful candidate must be able to demonstrate the ability to operate effectively within a nonprofit governing environment. A bachelor's degree from an accredited four-year college or university is expected.

We are committed to ensuring a more diverse and inclusive organization and conservation movement to fully represent and engage all Coloradans and to build as powerful a movement as we can. Recruiting a staff that better reflects Colorado is a priority and we encourage applicants from all cultures, races, ethnicities, geographies, political affiliations, and all other identities represented in Colorado.

To apply, please send a current resume and letter of introduction on or before Friday, February 9, 2018 to Kittleman & Associates, LLC at <https://www.kittlemansearch.com/conservation-colorado/>