

# ARIZONA STATE DIRECTOR

## Position Profile

@Yang Yu \_TNC Photo Contest

The Grand Canyon state is known for its self-reliance and enterprising spirit. It is the most ecologically diverse state in the nation without a coastline. It is home to the largest population of Native speaking people in the US and has a rich history of Hispanic influence and culture. Arizona is the convergence of three great deserts; the Sonoran, Mohave and Chihuahuan deserts. It is where the Rocky Mountains meet the Sierra Madres and is within the Colorado River basin. It is the only place in the nation you can find the four wild cats – puma, jaguar, ocelot and bobcat. It is also one the most rapidly growing states and was ranked as one of the most entrepreneurial. The Nature Conservancy is hard at work in Arizona tackling the biggest threats to lands, water and cities so people and nature can thrive. Since 1966 The Nature Conservancy in Arizona has conserved over 1.2 million acres of land and over 240 miles of streams. Water is critical to life in Arizona and forward-thinking leaders created the nation's first groundwater management act. It's that kind of leadership that we want to continue to attract for this position to build on the successful programs to restore the nation's largest contiguous ponderosa forest; restore flexibility and balance to the Colorado River system to benefit people and nature; create healthier cities through natural solutions; and tackle climate change by helping create a path forward for the transformation to a clean energy economy that benefits all.

### ORGANIZATIONAL OVERVIEW

For over 50 years the Conservancy in Arizona has been a collaborative leader creating the state's first voluntary land protection agreement, first instream flow right, first ecological controlled burn and more. Today the focus is on finding solutions that make a difference at a scale that matters and are sustainable and equitable. Our vision is to create a world where both people and nature can thrive.

The Arizona Chapter has three offices statewide, a staff of 64, more than 22,000 members and friends, nearly 550 volunteers, \$12.7 million in support and revenue, \$120 million in assets, and an operating budget of nearly \$16 million. A widely respected board of trustees works with the chapter in developing the strategic direction, raising funds and using their influence to advance the important work of the Conservancy. The recently completed Power of Nature Campaign raised over \$50 million in gifts

and pledges and \$124 million in planned gifts. The culture is purposeful, passionate, respectful, apolitical, casual, fast-paced, and always stretching to improve and become nimbler in support of opportunities.

### OUR HISTORY, MISSION, AND VISION

The Nature Conservancy is a global environmental nonprofit working to create a world where people and nature can thrive. Founded as a land trust in the United States in 1951, The Nature Conservancy has grown and evolved far beyond those roots to become one of the most effective and wide-reaching environmental organizations in the world. Thanks to more than a million members and the dedicated efforts of our diverse staff and more than 400 scientists, we impact conservation in 79 countries and territories across six continents. Guided by science and rooted in collaboration, our

mission is to conserve the lands and waters on which all life depends. Our vision is a world where the diversity of life thrives, and people act to conserve nature for its own sake and its ability to fulfill our needs and enrich our lives.

## POSITION OVERVIEW

The Nature Conservancy is seeking a strong leader for Arizona State Director as we execute on our ambitious conservation goals. A trusted name in conservation within the state and beyond, The Nature Conservancy in Arizona has worked to protect the state's cherished landscapes and develop sound science to support ecology, the economy, and innovative conservation. With a strong and talented staff located across the state, a board of trustees comprised of 21 members, and a resilient, robust program in place, this role offers a unique opportunity to design and implement a strategic approach to Arizona's conservation priorities—and to help shape a resilient, viable future for all Arizonans. The Arizona State Director drives the Arizona Chapter's conservation strategy, public policy leadership, and fundraising functions. They work closely with the Arizona board of trustees to create and implement the Chapter's conservation strategies in alignment with The Nature Conservancy's Shared Conservation Agenda priorities. They will also ensure a work environment that is diverse, equitable, and inclusive.

*See position description for a more detailed breakdown of this position's essential functions, minimum qualifications and preferred knowledge, skills, and experience.*

## WHY OUR WORK MATTERS

**Deserts and Grasslands:** Nearly three decades ago the Conservancy made the bold decision to sell a 100,000 plus acre ranch to a private conservation buyer rather than into public ownership. This changed the relationship with local ranchers and began the now famous Malpai Border Lands Group. Its longtime director Bill McDonald who won the McArthur Genius Award and defined the term "radical center" in an era when environmentalists were trying to drive ranchers off public lands. This collaborative effort supported by The Nature Conservancy served as an inspiration for formation

of such groups across the West and around the world.

It is in that spirit that we tackle some of the biggest challenges facing people and nature today.

**Forests:** One hardly equates Arizona with forests, yet the largest contiguous Ponderosa forest in the world stretches from central New Mexico to the Grand Canyon across Eastern Arizona. It is the headwaters of the state's largest in-state water supply and is at risk of catastrophic fire. The Conservancy has led innovation in partnership with private industry and the US Forest Service to transform the policies and practices for forest restoration. The technology developed here is now being scaled for use nationally.

**Colorado River:** The Colorado River carves the Grand Canyon and shapes the entirety of the state. As part of the six-state collaboration, the Conservancy is developing innovative approaches to balance water for people and nature in the face of a growing threat of a warming climate. Such innovation has led to community supported water replenishment projects to bring the San Pedro River back to life. On the Verde River, the Conservancy invested in Arizona's only malt house to make growing of cool season, low water use crops like barley viable creating a vibrant economical ecosystem with craft brewers in the region.

**Healthy Cities:** Phoenix and Tucson metro areas are growing larger and getting hotter. Poor air quality and heat impact everyone, however communities of color suffer disproportionately. The Conservancy is working with cities and partners to develop strategies that will allow nature to mitigate these impacts by working directly with the people who are affected. The Conservancy is building the case for investment in nature-based solutions, and building capacity in local communities to advocate, implement, and convene diverse partners to bring sustainable solutions to scale.

**Clean Air and Clean Energy:** Arizona is vulnerable to the impacts of a warming climate – increasing droughts and reducing water supply, larger catastrophic fires, hotter cities and poorer air quality. Arizona is also positioned to make the transition to a clean energy economy better than

many states. The Conservancy is leading a statewide effort to build a framework for clean air and energy, create a path forward and a plan for action. This will require developing shared purpose and commitment, working together to create solutions rather than costly polarization, and a broad-based coalition of business, local governments, tribes and public interest groups to transition to strong economy and healthy environment that benefits all.

**Connecting the Colorado River to the Sea:** The Conservancy in Arizona is partnering with the Conservancy in Mexico to implement nature-based solutions to delivery fresh water to reconnect the Colorado River to the Gulf of Mexico. This illustrates the way the Conservancy works across borders to share knowledge, skills and resources to implement projects that benefit people and nature.

**Fund for Innovation in Science, Policy and Practice:** In 2020, the Conservancy in Arizona launched an endowed fund to help catalyze innovation and collaboration to develop solutions that can have a positive impact. The challenges society and nature face are complex and dynamic. Traditional approaches are often too slow and costly and no one entity knows the answer. The fund will help the Conservancy in Arizona and beyond, accelerate learning, effectively engage those impacted, and develop more sustainable solutions at a lower cost.

### **IDEAL CANDIDATE SEARCH IMAGE**

Above all, TNC is seeking a strong, forward-thinking strategic leader, capable of engaging and inspiring staff and trustees and the many donors, partners, and stakeholders we work with and depend on. This leader will possess a deep love for nature and the environment, an understanding and passion for science-based conservation in Arizona, an ability to raise funds, and a strong desire to listen and learn from others with varied perspectives and experiences. Proven experience in conservation and the culture in Arizona is a plus. Below are some of the specific experiences and skills that would further enable this candidate.

### **STRATEGIC LEADERSHIP AND COLLABORATIVE MANAGEMENT:**

- Strategic in all aspects of the work from sustaining a strong and dynamic board of trustees, to developing relationships with key leaders and organizations.
- Ability to inspire and be inspired by a board of trustees, donors and partners, working to align vision and strategy for greater impact.
- Proven fundraising and/or sales experience with private individual donors, foundations, government agencies and businesses. Develop strong relationships with donors and foundations and build a broader base of supporters.
- Understanding and working in a bipartisan way with government agencies, elected officials, business leaders and public interest groups to advance mutually beneficial outcomes.
- Experience managing a portfolio of transformative initiatives that utilized cross functional teams and partners to achieve measurable results.
- Understanding and experience with strategic financial management, including; long-term sustainability and complex budget management in a large organization: grants, donations, endowments, indirect costs, and personnel costs and benefits.
- Ability to attract, develop and retain diverse staff talent. Success building workplace climates that are fair, inclusive and equitable, where every staff member feels they belong and can offer their maximum contribution to the Shared Conservation Agenda and all of TNC's operations. Ability to diagnose needs of staff and support different leadership, management and work styles within a learning organization.
- Extensive and proven management experience, including ability to motivate, lead, set objectives and manage the performance of a large multidisciplinary team.

### **DIVERSITY, EQUITY AND INCLUSION:**

- Exposure to various cultures, geographies, nationalities, ethnicities and points of view,



appreciating the basis of each person's worldview.

- Exposure to various economic sectors in order to appreciate the vastness of experience and expertise of others outside their field of interest, such as: financial, agricultural, manufacturing, technology, government, natural resources, and education.
- Demonstrated respect for committing to local, on- the-ground involvement with people, communities and cultures, with awareness and sensitivity to their economic realities.
- Understanding of Arizona's unique history, heritage and culture as well as aptitude and capability to work closely with communities large or small, rural or urban.

#### **INTERPERSONAL COMMUNICATION SKILLS:**

- Intuitive listening skills, and curiosity for the motivations of all parties, seeking intersections among differing perspectives and viewpoints.
- Capacity to advocate successfully using science and data, communicate with authenticity and credibility and exert influence by being a role model for people, programs and ethics. Ability to engage others through dynamic, empathetic and articulate presentations and dialogue, conveying contagious enthusiasm that engenders a shared vision for the future.
- Ability to communicate love of nature and passion for conservation in an inspiring, motivating and positive way.

#### **MEASURING SUCCESS FOR THE NATURE CONSERVANCY IN ARIZONA:**

- **Conservation:** Innovative and effective conservation programs that enhance partnerships, raise awareness and achieve long-term results for people and nature.
- **Fundraising:** Expanding base of strong supporters and the enabling conditions to realize the potential of this well-populated, well-resourced and influential state.
- **Financial Health:** Maintaining and building upon the legacy of responsible and sustainable financial growth, securing

sufficient operating funds to achieve conservation goals.

- **Leadership:** Demonstrating strong leadership and collaboration to develop, resource and implement shared priorities with internal and external partners, especially as related to Shared Conservation Agenda priorities.
- **Reputation:** Strong brand and image for The Nature Conservancy, and a sense of confidence and trust, held among the populations we work with.
- **People:** Engaging board, staff, donors and partners in ways that contribute to shared priorities in Arizona and North America. Building a strong team of staff and volunteers within a diverse, equitable and inclusive culture and workplace. Key emphasis on providing staff development opportunities and thoughtful succession planning.

#### **HOW TO APPLY**

Visit [nature.org/careers](https://nature.org/careers) and apply online with required cover letter & resume to **Job ID 48910**. All resumes and cover letters must be submitted through The Nature Conservancy's online application system.

The application deadline is **September 13, 2020**. If you experience technical problems with the site or application process, please contact [applyhelp@tnc.org](mailto:applyhelp@tnc.org) and include the Job ID.

#### **CONTACT WITH QUESTIONS OR REFERRALS**

Carol Hodge, Senior Executive Recruiter  
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The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.