

OVERVIEW

Position Executive Director

Reports to Board of Directors

Location Holderness, NH



MISSION

The Squam Lakes Conservation Society's (SLCS) mission is to preserve the unique quality and character of the Squam watershed by conserving land for present and future generations. Founded in 1960, SLCS achieves the long-term protection of land by seeking, holding, and monitoring conservation easements and by accepting land ownership. Today, SLCS, working closely with its many conservation partners, has been pivotal in protecting almost 10,000 acres, or about 30% of the land around the Squam Lakes watershed.

PURPOSE

SLCS protects land that contributes to the natural beauty, peaceful character, and unique values of the Squam Lakes watershed and nearby areas. Conservation of these lands preserves open space, protects natural habitat for flora and fauna and water quality, and preserves natural areas for outdoor recreation and scenic enjoyment by the public.



ABOUT SQUAM LAKES CONSERVATION SOCIETY



The Squam Lakes Conservation Society (SLCS) is a land conservation organization dedicated to the protection of the natural environment in the Squam Lakes region of central New Hampshire for the benefit of all present and future residents and visitors. The Squam Lakes region includes two lakes, Big and Little Squam which straddle the boundaries of Grafton, Carroll, and Belknap Counties. The region features stunning scenery, abundant wildlife, and pristine recreation areas.

One of the first local land trusts in the nation, SLCS was established by community members in 1960 who were seeking a non-governmental approach to conserving land. With almost 10,000 acres of conserved land across over 160 properties, SLCS has succeeded in protecting about 30% of the Squam watershed. SLCS has four full-time, and two part-time staff, 19 directors, over 100 volunteer property monitors, and strong support from the community. Earlier this year, SLCS was re-accredited by the Land Trust Alliance for another five-year term.

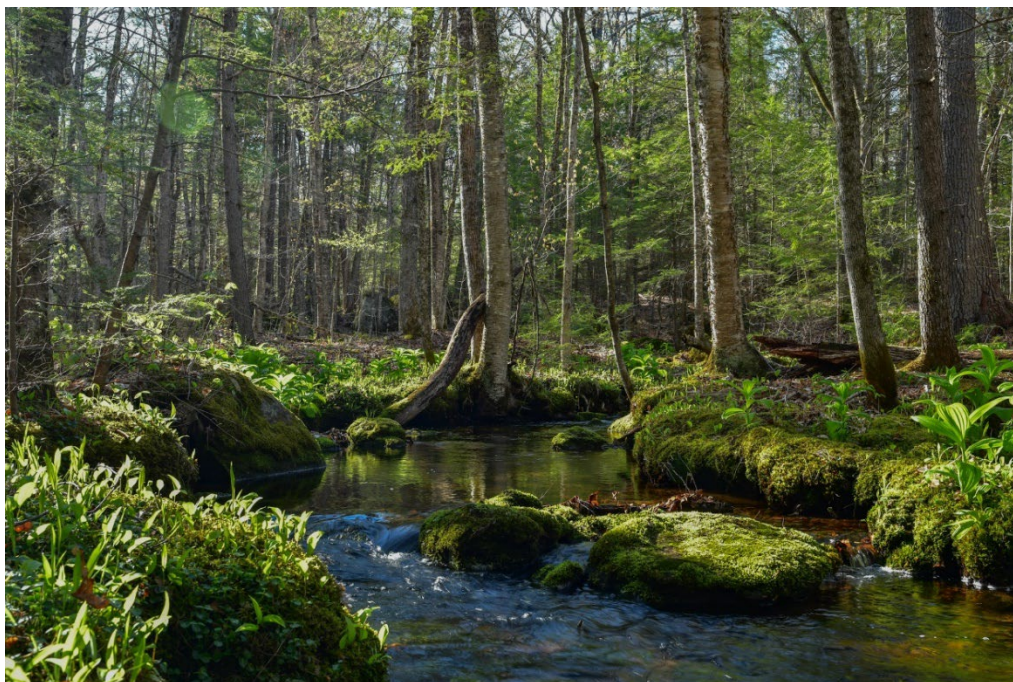
The SLCS board, which meets every other month, has seven committees: Executive, Lands, Stewardship, Finance, Development, Governance and Communications. All board members serve on at least one committee and many committees have members who are not on the board.

SLCS works with several partners in the area on various initiatives, such as the Squam Lakes Association, Squam Lakes Natural Science Center, Lakes Region Conservation Trust, Loon Preservation Committee, Camp Hale, Camp Deerwood and others.

Over the last 10 years, SLCS has undertaken some major initiatives in fulfilling its mission. In 2015, SLCS launched the Squam Uplands Initiative which prioritized conservation of land above 900 feet in elevation, and resulted in the conservation of several large, forested parcels linking conserved lands of the Squam Range with the neighboring White Mountain National Forest.

In 2019, the SLCS board approved a Strategic Framework which set priorities for the next five years and served as a catalyst for the development of annual plans for staff operations and many of the board's committees. Many of the priorities outlined in the Strategic Framework have been achieved, among them providing greater public access on its fee-owned properties. The board will develop its next strategic plan with the new Executive Director.

In 2022, SLCS initiated a community-wide capital campaign, *Forever Squam*, to fund its ambitious goal of increasing the percentage of protected land in the watershed from 30% to 40%. This campaign was enormously successful, raising more than \$7 million, significantly exceeding its goal. The funds enable SLCS to pursue bargain purchases of conservation easements and land when necessary; to offer meaningful financial and logistical support to private landowners by covering the cost of surveys, appraisals, and related expenses; and to allocate funds for each conserved property to fund its stewardship in perpetuity. SLCS now has the tools to protect significantly more land, wetlands, forests, islands, wildlife habitat, and places for outdoor adventures in the Squam watershed.



THE OPPORTUNITY

After 20+ years of dedicated leadership, the current Executive Director, Roger Larochelle, is retiring in August 2024. Thanks to Roger's leadership, SLCS is a strong, resilient organization equipped to carry on the protection of the Squam Lakes watershed with ample community support.

SLCS is at an exciting moment in its history. What makes the Squam community so attractive also makes it threatened. The region has experienced surges in building permits, boat registrations, hikers, school enrollments, and house prices. In addition, climate change is threatening water quality, animal habitat and the general way of life in New England.

The next Executive Director will be able to build on the strong tradition of SLCS and have the opportunity to play an important role in ensuring that the conservation initiatives continue for future generations.





SLCS seeks a leader who demonstrates a strong passion for the goals of the organization and has demonstrated success in key areas of fundraising, staff management, collaboration and community and stakeholder engagement. The next Executive Director (ED) should be able to articulate the mission of SLCS to a variety of constituents and maintain effective and efficient external communications with the community.

The board is seeking candidates who have the ability to build strong, mutually beneficial relationships across the organization's constituencies: staff, board of directors, town officials, residents, and other conservation organizations. They should have the ability to connect with the diverse interests of each stakeholder group and educate them about the mission of SLCS. The candidates should also have skills and experience in cultivating and engaging a high performing team of volunteers. And the candidates should love being outdoors!

Ideal candidates will have demonstrated success with all aspects of fundraising and donor cultivation. As the face of SLCS, they will need to develop a strong partnership with the board, and to foster a diverse donor community. They will have experience cultivating relationships with landowners and leading negotiations for successful completion of land related transactions. They should also have an opportunistic mindset regarding seeking and securing conservation parcels.

The next ED will be expected to support a productive, mission-driven staff, while fostering an organizational culture that is collaborative and committed to staff development and board engagement. They will be responsible for the oversight of the organization's key functions and activities. These include land conservation transactions, land stewardship, hiring, retention and development of staff, financial management, communications, strategic planning, and donor relations.

Most importantly, candidates must have a commitment to land conservation and the desire to understand the history, landscape, and people of the Squam watershed.

The following specific areas of experience and skills are sought:

- **Land Conservation:** Knowledge of land trust practices and experience in the process of identifying, negotiating, and securing conservation opportunities.
- **Leadership:** Experience working with a board and ability to foster collaborative organizational culture; recruitment, management, mentoring, and retention of staff; participation or leadership of strategic plan development.
- **Stakeholder Relationships:** Experience developing strategic relationships with key partners in the community-at-large at a variety of levels.
- **Financial Management:** Ability to ensure compliance with fund restrictions and finance policies, prepare and monitor annual budgets; familiarity with annual financial audits and IRS 990 filings.
- **Fundraising and Donor Relations:** Experience leading fund development with donors; ability to speak publicly in public settings; familiarity with grant proposals.
- **Board Relations:** Experience with organizational governance through board service or reporting to a board.
- **Legal Compliance:** Familiarity with Land Trust Alliance's Land Trust Standards and Practices

The board is open to a variety of backgrounds and skill sets as it understands that the ability to lead and manage a land trust, and a strong commitment to land conservation, can come from a variety of work experiences.

Compensation

The salary range for this position is \$120,000-140,000 in addition to a benefits package which includes a health care stipend, 403(b) retirement plan, and paid time off.

How to Apply

Please submit a current resume and letter of introduction, by May 20, 2024, to Kittleman & Associates, LLC.

→ **SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE**
(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE)

For more information about Squam Lakes Conservation Society, visit
<https://www.squamslandtrust.org/>.



EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The SLCS provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, veteran or military status, genetic information, or on the basis of any other protected class. The Organization's policy regarding equal employment opportunity applies to all aspects of employment, including retirement, hiring, job assignments, promotions, working conditions, scheduling, benefits, wage and salary administration, disciplinary action, termination, and social, educational and recreational programs.

All qualified candidates are strongly encouraged to apply.

