



Job Opening: Executive Director

Lead our passionate, talented team to protect our forests, farms, and wetlands!

About Scenic Rivers Land Trust: Founded in 1988, Scenic Rivers Land Trust is a private 501(c)3 nonprofit dedicated to protecting the forests, farms, meadows, shorelines, and wetlands that sustain Anne Arundel County. To date, Scenic Rivers has acquired 80 conservation easements, covering over 3,800 acres.

In the past 5 years, we have:

- Successfully completed (2020) accreditation renewal application from the Land Trust Accreditation Commission
- Doubled the financial assets of Scenic Rivers (\$2+ million)
- Launched our Healthy Forests Program to tackle the growing invasive plant species problem on conserved lands, as we continue to acquire an average of 150 acres of newly conserved lands every year
- Created a county-wide conservation priority ranking of all parcels, leading to the creation of our “Top 100 Properties to Conserve List”
- Launched our Conservation Champions Circle to foster relationships and major giving
- Created our 2024-2027 strategic plan with input from partners, board members, and staff
- Played an important advocacy role in Annapolis, helping to lead the Maryland land trust community, as one of only six nationally accredited land trusts based in Maryland.

Scenic Rivers Land Trust seeks a full-time visionary and strategic Executive Director to lead the organization. This is an exciting time to lead one of the strongest local land trusts in Maryland, based in scenic Annapolis! This role requires a dynamic leader with a commitment to land conservation, building relationships with donors, landowners, and agency partners, and maintaining the high standards of land trust accreditation. The new Executive Director will have the benefit of our 2024 Strategic Plan to help guide their initial success.

This position is office oriented with some field time, the ability to work on a hybrid and flexible schedule, and the occasional need to work in the evening or on weekends. This position will require the use of a personal vehicle, with travel costs reimbursed.

The successful candidate will:

- Provide strong organizational leadership that values the roles of staff, volunteers, board members, and community partners to achieve Scenic River’s mission and strategic plan.
- Serve as the primary driver of fundraising for the organization by cultivating relationships with donors and partners; garnering support from foundations, corporations, government agencies, and civic organizations; and fostering a culture of philanthropy among the board of directors, staff and supporters.
- Be a public face of the organization, and work with diverse stakeholders to communicate goals and successes through in-person meetings, events, print, electronic, and social media.
- Lead short-term and long-term strategic planning to ensure stability and growth.
- Manage Scenic Rivers operations and staff, interact and collaborate with Board of Directors, fostering a culture of trust, inclusivity and excellence that resonates with our Anne Arundel community.
- Build and strengthen relationships with Anne Arundel County officials, Maryland state agencies and officials, and local nonprofits to advocate and collaborate for land conservation initiatives on the local, state, and national level.

Required Qualifications:

- Passion for conservation.
- Demonstrated success managing an organization or sustained, multi-year, staffed program.
- Experience in fundraising and relationship building, with proven success in securing major private donations.
- Experience in working at or leading an organized nonprofit with an annual budget.
- Experience leading staff and/or volunteers with diplomacy and mutual trust.
- Excellent written and verbal communication skills.
- Strong network with a demonstrated ability to foster partnerships and relationships that advance our mission.

Desired Qualifications:

- Experience working for a land trust or conservation organization.
- Experience working on or with a Board of Directors.
- Familiarity with the Land Trust Alliance Standards and Practices.
- Familiarity with donor development databases such as Salesforce.
- Experience in preparing grant proposals and managing grant funds.
- Experience in managing a fundraising drive.
- Experience in negotiating and drafting conservation easements.

Salary and Benefits:

- Salary range is \$80,000 to \$105,000 depending upon experience;
- Paid holiday (11 days), sick (5 days), and annual leave (10-15 days);
- SIMPLE IRA retirement plan with an employer match of 3% of annual salary; and
- Flexible and hybrid work schedule (3-4 days in office, 1-2 days remote).

Start Date:

Scenic Rivers hopes to make an offer by March 2025.

To Apply:

Please send a thoughtful cover letter and resume to Joan Renner, Board President, at exec@SRLT.org with “EXECUTIVE DIRECTOR” in the subject line.

The position will remain open until filled. Applications submitted before December 31, 2024, will be given first consideration. Scenic Rivers Land Trust is an equal opportunity employer.

Scenic Rivers strives to build an inclusive multicultural organization that celebrates the rich diversity of the communities we serve, including race, ethnicity, gender identity, sexual orientation, socio-economic status, age, physical abilities, religious and political beliefs. We are committed to ensuring diversity and inclusion remain integral to our organizational structure, policies, board of directors, staff, strategic goals, grants, partnerships and program delivery. If you meet more than 75% of the qualifications of this job description, we encourage you to submit an application.

Opening announced: December 4, 2024