
Executive Director

Position Guide



About Glacier National Park Conservancy

Preserving Glacier National Park for generations to come.

The Glacier National Park Conservancy works in partnership with Glacier National Park. Whether raising funds for the enhancement of park facilities, or spearheading research, the Glacier Conservancy is wholly dedicated to preserving the landscape, its unique history and the experience of the Park. Each year, the Glacier Conservancy addresses the park's most critical needs, from preserving the condition of popular trails, to using the latest technology to connect the Park with classrooms around the world and studying the impacts of climate change on its unique ecosystem. While the Federal budget provides the funds necessary for day-to-day operations, the Glacier Conservancy provides funding for projects that deliver a richer and more rewarding visitor experience. The Conservancy's close relationship with the Park's administrative leadership is essential to allocating resources to the most impactful projects.

More detailed information can be found at www.glacier.org.

The Position

The Board of Directors is seeking an Executive Director committed to making a difference at a fast growing philanthropic partner for one of America's most iconic National Parks. With momentum generated from the 2013 merger of the Glacier Fund and Natural History Association, the Conservancy anticipates total gross income of \$5.4 million for 2016, and continued rapid growth. The selected candidate will be impactful at both a local and a national level, intrinsically motivated, and understand the power of partnership that is possible with a strong and energized Board, a talented and hard charging staff, and supportive Park leadership. S/he will have the passion to navigate an entrepreneurial environment, the creativity to embrace big ideas that can become reality, and respect for the rigor of the National Park Service.

The Executive Director will lead the dynamic growth of a national philanthropic revenue program, while managing robust retail operations within the Park. A data-driven leader, the Executive Director is an organized individual who can be flexible in responding to the needs of a fast-moving and growing organization. This collaborative leader is expected to develop and implement a diversified fundraising program, playing a significant role in building a solid base of annual, major, and planned giving programs while continuing to grow the Conservancy's retail operations and corporate partnerships.

The successful candidate will be highly entrepreneurial, an exceptional communicator and leader, and possess strong business acumen. S/he will also be mindful of how an organization such as GNPC functions within the National Park Service, as well as in philanthropic and business arenas. The Executive Director will be able to manage and motivate a high-performing staff, as well as oversee day-to-day operations. S/he will

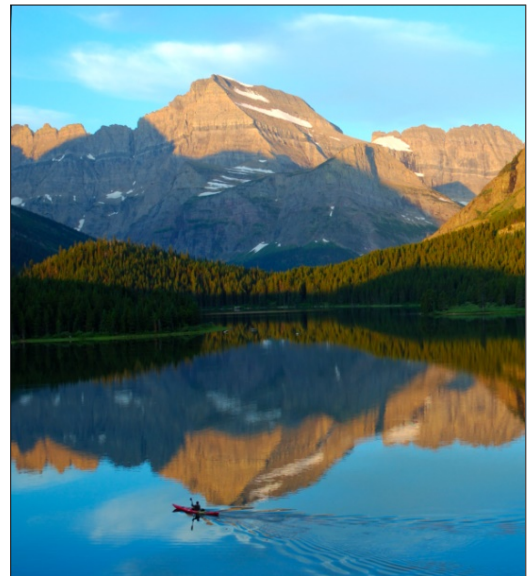
possess outstanding speaking and writing skills, and be able to communicate successfully and persuasively to a variety of constituencies.

Core Competencies

The Executive Director will have the following core competencies:

Leadership and Management

- Develop an understanding of the work of Conservancy programs and the National Park Service. Maintain collaborative working relationships with the staff, board, volunteers, donors and other stakeholders, including the Park Superintendent.
- Create a clear vision for the Conservancy and its staff that will support the overall mission and strategic plan.
- Develop systems, procedures and programs to support and achieve long-term, sustainable growth.
- Create a cohesive and cooperative culture between departments and physical sites.
- Seek opportunities for strategic alliances to help further GNPC's mission.
- Provide strategic oversight for retail operations in alignment with GNPC's mission, within the Park and online.
- Continue to build strong local, regional and national networks that keep Park visitors and constituents meaningfully engaged with the organization.
- Advise staff and Board on nonprofit industry trends, performance measurements and best practices.
- Collaborate with the Park Superintendent, Board members and staff in the production of the Conservancy's annual Grants program.



Fundraising

- Collaborate with the Director of Development and Board to build a robust fundraising platform.
- Actively participate in high-level fundraising activities such as major gift solicitations, grant proposal development and special events. Ensure a constant revenue stream and continue building a reserve for a strong financial future.
- Work with the Board and Director of Development to expand corporate and foundation giving.
- With the Board and Director of Development, lead the organization through future campaign initiatives that will be undertaken to expand the capacity and efficiencies of the Conservancy.

Board

- Collaborate effectively with the Board of Directors to implement policies, budgets and directives,

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providing support, information and guidance to the Board and its Committees.

- Maintain communications with Board members to inspire confidence and energy to serve GNPC.
- Advise the Board of Directors regarding strategic and management issues facing GNPC.

Staff Development

- Implement performance metrics that will build capacity, inspire growth and empower staff to advance the mission of GNPC. Provide feedback to and evaluate staff.
- Lead and motivate a cohesive team to meet and exceed all goals.
- Maintain equitable, progressive practices and policies to attract and retain talented staff.

Communications

- Serve as the primary spokesperson in promoting GNPC's mission and objectives. Articulate the impact of GNPC's preservation, research and educational programs to constituents and donors.
- Act as liaison to the media and oversee public relations activities including press releases, press events, advertising and marketing.
- Provide a framework for visitor engagement and outreach strategy that utilizes a full digital platform.



Financial

- Maintain sound financial practices. Work with the Director of Finance and the Board in preparing a budget and ensure that the organization operates within budget guidelines.
- Ensure compliance with the organization's policies and procedures at all levels, as well as Federal, State and local laws.
- Maintain communications with the Finance Committee and key investment personnel.

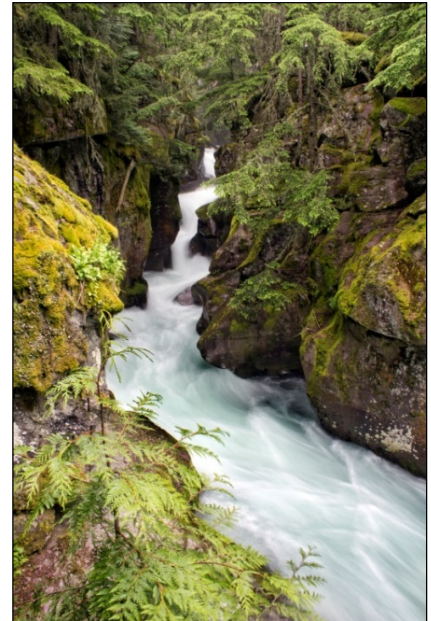
Expectations

The successful Executive Director will bring the following personal and professional qualifications:

- A passionate commitment to the Conservancy's mission and vision.
- At least 10 years of senior-level leadership experience with increasing responsibility in nonprofit management and administration, or a comparable setting, including strong fundraising experience.
- A successful history of working effectively with a board interested in being a strong partner in achieving an open and collaborative result.
- Demonstrable experience in fundraising, including individual, corporate and foundation giving, direct mail, social media and events. Proven experience cultivating and soliciting major gifts.
- A proven record of management, operations, budgeting, forecasting, financial administration and relevant technology. A keen understanding of financial reports and analysis.

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- Ability to work well in a high-energy, changing environment and manage a variety of tasks and deadlines within multiple projects.
- Ability to lead in a confident and focused manner with superb attention to detail.
- A visionary team leader who builds consensus and inspires support and participation among staff, board, volunteers, donors and the broader community.
- A data-driven, strategic thinker who embraces the challenges of growth.
- Excellent communicator with an inspiring ability, including written, verbal and presentation skills.
- Demonstrated ability to develop and implement new strategies and processes, implement performance metrics, and recruit, motivate and retain a high-performing team.
- Extensive experience engaging board leaders in pursuit of strategic development initiatives.
- Intellectually agile and capable of navigating complex political situations effectively.
- Strong business acumen and current knowledge of best practices in the nonprofit sector.
- Demonstrated experience building and leveraging strategic partnerships.
- Ability to focus on multi-year goals and objectives and to approach a variety of challenges and people with enthusiasm, understanding and a sense of humor.
- Strong personal and professional integrity; able to inspire confidence and cooperation.
- Ability to travel and work some evenings and weekends for events and meetings.
- A bachelor's degree is required; an advanced degree or training would be preferred.



Application

The Glacier National Park Conservancy has retained Campbell & Company to conduct this search. The team for this project includes Marian Alexander DeBerry, Director; Kris McFeely, Senior Consultant; and Colleen Rogers, Associate Consultant. To be considered, please submit your resume and letter of interest to:

Colleen Rogers

Associate Consultant, Executive Search

(312) 896-8906 direct

colleen.rogers@campbellcompany.com

Campbell & Company

www.campbellcompany.com

Glacier National Park Conservancy is committed to equal opportunity employment.