



## **President and Chief Executive Officer**

August 2017



<b>Position</b>	President and Chief Executive Officer
<b>Organization</b>	Pittsburgh Parks Conservancy (PPC)
<b>Location</b>	Pittsburgh, PA
<b>Reporting Relationships</b>	Reports to a 36-member Board of Directors, chaired by Daniel I. Booker, Partner, Reed Smith LLP.  Directly reporting to the President and CEO are the Chief Administrative Officer (CAO) and Senior Vice President. Other senior staff include the Director, Community Projects; Director, Education and the Frick Environmental Center; Director, Marketing and Communications; and Director of Horticulture and Forestry.
<b>Operating Budget and Staff</b>	PPC with a total budget of \$7M, has a total staff of 45 FTE, plus additional seasonal staff.
<b>Website</b>	<a href="https://www.pittsburghparks.org">https://www.pittsburghparks.org</a>

## ORGANIZATION HISTORY

The Pittsburgh Parks Conservancy (PPC) was founded in December 1996 by a group of citizens concerned with the deteriorating conditions of Pittsburgh's historic city parks. Since then, PPC has worked closely with the City of Pittsburgh under an official public-private partnership agreement. The PPC has raised over \$100M and is currently active in 22 of the city's 160 parks, including Frick, Highland, Riverview, and Schenley parks. Also, PPC has completed 17 major projects, receiving many awards for historic preservation, environmental planning, design, and construction.

One of the most notable capital projects completed is the \$19 million Frick Environmental Center (FEC). The FEC serves as a living laboratory for hands-on environmental education, and a gateway to the woodlands of Frick Park. The FEC is also the hub for PPC's education and school partnership programs that serve more than 5,000 children annually. Many of PPC's environmental education programs promote learning about STEM (Science, Technology, Engineering, and Math) through immersion in the natural world, and provide programs for people of all ages and backgrounds. PPC believes that parks provide unlimited opportunities for scientific inquiry, observation, wonder, creativity, exploration, and learning.

As a principal environmental champion for the Pittsburgh region, PPC is also taking the lead in ecological restoration, system-based approach to parks management, sustainability, health benefits of parks, and green infrastructure. The organization has long been a leading advocate for green infrastructure working natural storm water elements into every major park improvement project since the early 2000's. The economic and health benefits of vibrant greenspaces are well-known, and key to Pittsburgh's continued upward trajectory. PPC's rich experience in green infrastructure installations offers a unique opportunity to bring their benefits to Pittsburgh's entire region. Green infrastructure aims to manage storm water and reduce flooding and erosion, while providing or maintaining the wildlife habitat. Green infrastructure installations also keep



Pittsburgh's greenspaces beautiful and healthy.

## THE SEARCH

The President and Chief Executive Officer will succeed the founding CEO, Meg Cheever. Meg has held the role since she and several other community residents founded the organization in 1996. She will be retiring in early 2018.

## KEY RESPONSIBILITIES

The President and Chief Executive Officer will serve as the “face and voice” of PPC, and will be a charismatic leader who is able to inspire staff and market the organization’s mission to donors in the greater Pittsburgh community. Ideally, the successful candidate will have a passion for urban parks as well as knowledge of administrative and management principles necessary for directing an organization, including an ability to communicate effectively with diverse constituency groups, and embrace equity and inclusion concepts. Candidate should have knowledge of financial and personnel procedures, strategic planning, program development and evaluation, and a sophisticated understanding of resource development and marketing/branding. The person will also need to be skillful in working with the city of Pittsburgh.

Other key responsibilities include:

### **Organizational Leadership and Management:**

- Provide inspiring leadership to PPC, ensuring the staff and Board promote and embolden the mission, vision, and strategic future of the organization.
- Encourage synergy and collaboration across the organization and with key external stakeholder groups.
- Ensure the continued development and management of a professional and progressive organization.
- Demonstrate an energetic, entrepreneurial nature that combines leadership and intellectual curiosity with practical management skills.
- Assess the organization and develop a plan to maximize the impact on the community.
- Manage all aspects of the valued partnership with the City of Pittsburgh.

### **Fundraising and External Affairs:**

- Inspire and engage potential and current donors, external community groups, governmental officials, and other important constituencies within the greater Pittsburgh community, scaling up the organization’s impact on the region’s environment and economy.
- Provide executive leadership to the organization’s long-term fundraising efforts to secure significant investments from high-net-worth individuals, foundations, and corporations.
- Maintain and increase restricted and unrestricted giving.
- Oversee and directly participate in fundraising and capital campaign development and



execution.

- Serve as the organization's primary spokesperson, brand champion, and advocate, increasing PPC's visibility and reputation.
- Define and articulate a "case for change," engaging and galvanizing key constituency groups to support the organization's mission and its environmental work in the greater Pittsburgh community.

#### **Board Engagement:**

- Maintain a transparent relationship with the Board, and work collaboratively with Board members to set the organization's strategic direction and policies, enabling the organization to adapt to a constantly changing external environment.
- Work with Board and staff leadership to recruit and cultivate new Board members and committee chairs that best fit the organization's values and growth objectives.
- Provide regular reports on all strategic, operational, and programmatic matters.
- Serve as a resource to the organization's board committees; ensure that all committees have goals and objectives; and facilitate the coordination and communication of committee work throughout the organization.

#### **Financial Management and Operations:**

- Ensure all operations are strategically aligned with PPC's overall strategic plan, aligning all human and financial resources to ensure the highest impact and implementation.
- Assure the accuracy and integrity of the PPC's financial information, reporting and disclosure requirements, internal controls, and management information systems.
- Regularly assess services and operations to ensure a sustainable model for the future.
- Determine and oversee pertinent organizational performance data.

### **PROFESSIONAL EXPERIENCE/QUALIFICATIONS**

The President and CEO must be a passionate advocate of PPC's mission, and be committed to restoring and maintaining parks throughout Pittsburgh. The organization is seeking a highly credible, proven, and proactive executive with five or more years of senior management/ leadership experience. Candidates may come from the parks or environmental/conservation space, other nonprofit organizations and the corporate or government sectors. Successful candidates must have a passion for the parks movement and environmental sustainability issues.

Additional key professional experiences/qualifications:

- Experience developing and implementing strategies that have taken an organization to the next stage of growth.
- Unwavering commitment to environmental restoration, historic preservation, and community and economic development.



- Strong public speaking, community engagement, and a proven ability to engage a wide range of stakeholders, including the corporate and foundation communities, current and future donors, the government sector, residents, and peer nonprofits.
- Strong and effective oral and written communication skills.
- Action oriented, entrepreneurial, and adaptable; has an ability to build and leverage new and innovative approaches to fundraising and revenue generation.
- Excellence in organizational development with the ability to lead high performance teams; strong commitment to the professional development and mentoring of staff; successful track record of recruitment and retention of a dynamic staff team.
- The leadership and managerial skills necessary to set and accomplish goals and objectives through others.
- Previous success working with a board of directors with the ability to cultivate existing board member relationships.
- Strong analytical skills, judgment, negotiation and problem-solving skills that support and enable sound decision-making.
- Demonstrated ability to set clear priorities, create stakeholder buy-in, delegate, drive progress and monitor performance.
- Excellent relationship building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders.
- Leverage available technology to continually improve efficiency, enhance innovation, and quality of work.
- Intellectually curious; keeps abreast of new knowledge and developments in one's area of expertise and responsibility.

## ABOUT PITTSBURGH

Pittsburgh is nestled in the steep, green hills of western Pennsylvania and situated at the confluence of the Allegheny and Monongahela Rivers, which form the Ohio River at the City and the region's focal point, Point State Park. With over 446 bridges, more than Venice, Italy, Pittsburgh is known as the "City of Bridges".

Recovering strongly from financial and economic problems 25 years ago, Pittsburgh has reinvented itself to be a far cry from the "steel city" of its past. The regional economy has outperformed the national average five years running. With more than 100 global corporations with \$1 billion plus revenues which have their headquarters or major business units in the region – including Alcoa, ATI, Bayer, BNY Mellon, Eaton, GlaxoSmithKline Consumer Healthcare, Highmark, H.J. Heinz, Koppers, LANXESS, Mylan, Nova Chemicals, PNC, PPG Industries, U.S. Steel, UPMC and Westinghouse Electric – Pittsburgh is a hub of innovation and technology across industries. Pittsburgh is proud of its heritage in manufacturing, a sector that remains a key driver of its current economy, alongside business services, education, finance, healthcare and life sciences, information and communications technology, and energy. New housing has brought modest population growth (population of 305,000 in Pittsburgh proper and 2.6 million in Allegheny County).

Pittsburgh offers some of the best hospitals in the nation including the University of Pittsburgh



Medical Center (UPMC), the busiest transplant center in the world, and Children’s Hospital of Pittsburgh, which is ranked as one of the 10 best in the country for pediatric medicine.

A top city for higher education, Pittsburgh’s universities and colleges include some of the best in the country: Carnegie-Mellon University, University of Pittsburgh, and Duquesne University.

At the grammar and secondary school levels, Pittsburgh boasts fine public and private schools and a number of magnet and charter schools. A community initiative, largely supported by UPMC and Pittsburgh foundations entitled the “Pittsburgh Promise,” assures any student who attends the Pittsburgh Public Schools beginning in at least the 9th grade and meets reasonable academic and attendance standards and then attends an accredited college, university or trade or technical school in Pennsylvania, will receive up to \$30,000 of scholarship funds at a rate of \$7,500 per academic year. (For more information, go to [www.pittsburghpromise.org](http://www.pittsburghpromise.org)).

Pittsburgh is rich in cultural opportunities with many outstanding museums and performing arts institutions, including the world-renowned Pittsburgh Symphony Orchestra.

The City is a great place for sports fans – the six-time Super Bowl Champion Pittsburgh Steelers play at Heinz Field, the Pittsburgh Pirates play at PNC Park and the Pittsburgh Penguins play at the PPG Paints Arena, all of which are in or immediately adjacent to downtown. In addition, the owners of each of these teams are excellent corporate citizens and supporters of the region. Also, there are many other teams to cheer for including Division I university and other collegiate teams.

Pittsburgh is proud to rank among the top places to live, work, and visit in the United States. Pittsburgh is consistently recognized with accolades from major travel and financial organizations as one of the most livable cities with one of the most viable economies. It has been honored as a first-rate city for livability, culture, and economy for several years.

In 2014, The Economist ranked Pittsburgh as the most livable city in the U.S., and since 2000, Pittsburgh has been named the “most livable city” six times by The Economist, Forbes and Places Rated Almanac. It also has landed on more than 200 “Best” lists including “40 Prettiest Cities in the World” (Huffington Post), “Most Entrepreneurial City in the America” (Inc.), and “Best Places in the World to Visit” (National Geographic). It is also ranked as a most affordable city. Having an unemployment rate significantly lower than the national average, it is a city with many stunning views and is a wonderful place to retire. (See VisitPittsburgh.com for more rankings).

## EDUCATION

A Bachelor’s degree from an accredited college or university is required.

## COMPENSATION

Compensation will be competitive and commensurate with experience.

*If interested in learning more about this opportunity, please contact Charlie Ingersoll, Senior Client Partner and Co-Sector Leader, Korn Ferry’s Nonprofit Practice at [charles.ingersoll@kornferry.com](mailto:charles.ingersoll@kornferry.com), or via phone at (202) 955-0947.*