



REBUILD. RESTORE. RECONNECT.

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Position: Executive Director

Background: Borderlands Restoration Network (BRN) is an ecologically focused nonprofit that works in the borderlands of southern Arizona and northern Sonora to grow a regional restorative economy by rebuilding healthy ecosystems, restoring habitat for plants and wildlife, and reconnecting our border communities to the land through shared learning. We offer a growing list of place-based conservation, restoration and education programs.

Summary Description: This fulltime salaried position reports to the Board President and is responsible for leading all planning, organization, fundraising and direction of BRN's operations and programs. The Executive Director will directly supervise four direct reports and manage a total program staff of 25.

Timing: Position open until filled, with an ideal estimated start date in January 2023.

Salary and Benefits: \$80,000-90,000, based on experience. Employee benefits include full health, disability, and life insurance, PTO and paid holidays, monthly cell phone stipend, and employer contribution retirement account.

Geographic Location

This position is headquartered in Patagonia, AZ. The successful candidate will be required to be located close enough to be regularly physically present in Patagonia.

Duties and Responsibilities

- Provide vision and leadership for developing and implementing major organizational efforts including strategic, equity, inclusion and justice, and long-term financial planning.
- Evaluate and report the organizations' impacts and finances to the Board of Directors. Provide staff support necessary to maximize performance of the Board.
- Cultivate existing and new relationships with staff, board, community members, partners, funders and donors with the goal of achieving organizational objectives.
- Develop and implement strategies that increase public mission awareness, donor support and ensure organizational financial stability and growth.
- Provide leadership and direct involvement in securing and maintaining private donor and corporate support of BRN's programs and lands.
- Directly supervise four direct reports and ensure continued successful programmatic implementation, communications, fundraising, and financial management in collaboration with direct reports and supporting staff.
- Evaluate the skill, experience, and professional development needs of direct reports to ensure growth and fill skill gaps and promote these strategies across the entire staff.

Required Training, Skills & Experience:

Five or more years of non-profit management experience or seven or more years of management or supervisory experience, a team leadership role or equivalent combination of education and related experience. A bachelor's degree in a field related to BRN's mission.

- Strong leadership skills managing a complex, multifaceted organization resulting in measurable successes and program growth
- Supervisory and human resources experience including motivating, leading, setting objectives, and managing performance to retain staff, elevate levels of responsibility, as well as implementing corrective action as necessary.
- Proven experience cultivating individual, foundation, and corporate giving.
- Excellent verbal and written English communication skills
- Personal qualities of integrity, credibility, and a commitment to BRN's mission
- Legal clearance for working in the United States.
- Possess a current passport, or the ability to obtain one
- Driver's license and personal vehicle for reimbursed travel expenses

Preferred Training, Skills & Experience

- Spoken and written Spanish proficiency
- Sonoran cultural proficiency
- Professional network in the Sky Islands region
- Graduate degree in a field related to BRN's mission

Work Environment

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The employee needs sufficient strength, agility and mobility to perform essential functions and to occasionally observe and participate in program activities in a wide variety of indoor and outdoor locations, including loose uneven ground.
- While performing the duties of this job, the employee is regularly required to use a computer for extended periods of time and be able to communicate using a computer and phone/smart device.
- The employee frequently is required to sit and reach, and must be able to move around the work environment.
- The noise level in the work environment is usually low.

Position open until filled with the first round of review to begin November 14th. Submit cover letter, resume and three professional references to kvaughn@borderlandsrestoration.org.

Borderlands Restoration Network is an equal opportunity employer that works in the culturally diverse, multinational borderlands. We invite and support strong voices from diverse groups of people to join us as board members, staff members, and volunteers. As an organization, we will consider all applicants without regard to race, ethnicity, economic circumstances, religion, sex, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status. For more details on how we practice equity, inclusion, and justice in our work please click [here](#).