



Nonprofit Consultants

EXECUTIVE SEARCH CONSULTANTS

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**PRESIDENT
WILDLIFE HABITAT COUNCIL, SILVER SPRING, MD**



PERFORMANCE PROFILE

BACKGROUND

The Wildlife Habitat Council (Council) is a nonprofit membership organization comprised of corporations, conservation organizations, and individuals dedicated to restoring and enhancing wildlife habitat. Formed in 1988, the Council was the first organization to bring together conservation and business to create tailored voluntary wildlife habitat enhancement and conservation education programs on corporate facilities and in the communities where they operate. The Council's programs take corporate sustainability goals and objectives and translate them into tangible and measurable on-the-ground action. Through a focus on building collaboration for conservation with corporate employees, other conservation organizations, government agencies and community members, Council programs focus on healthy ecosystems and connected communities.

The Council works with private landowners, mostly corporations, to create voluntary wildlife habitat and conservation education programs on their properties. By designing tailored programs to specific companies and properties, the Council can support landowners improve tangible benefits to ecosystems and biodiversity that complement their goals and priorities.

Moreover, the Council has developed unique programs that connect people in their communities making a measurable difference. The principles of collaboration and community engagement have always been hallmarks of the Councils' work. The Council has always fostered an approach to conservation which demonstrates that conservation is not a luxury but an essential to making people's lives better. Connecting people to nature is critical to the Council's mission and it will remain a core value in the coming decade.

In this regard, one of the Council's signature programs is the *Wildlife at Work* program. The *Wildlife at Work* Program provides a structure for corporate-driven cooperative efforts between management, employees and community members to create, conserve and restore wildlife habitats on corporate lands. *Wildlife at Work* programs are voluntary efforts that exceed regulatory requirements. Projects vary in scope from large scale prairie and wetland restoration, to individual species management and native planting projects. These programs emphasize community involvement in habitat projects by collaborating with local teachers and students, Scout groups, Master Gardeners and other community members.

Diverse avenues for continued development are available for habitat programs and opportunities to link local restoration efforts with national programs. The collaborative partnerships with conservation groups, industry organizations and federal agencies offer a commitment to land stewardship. WHC also works frequently within Canada, Central and South America, Europe and Southeast Asia to promote increased integration of global sustainability to protect Earth's biological diversity.

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Another signature program is the *Corporate Lands for Learning (CLL)*. CLL fosters in both adults and children a clear understanding of the interdependence of ecology, economics and social structures in both urban and rural areas. Many groups may benefit from establishing a CLL program in their habitat. Students may use the habitat as an “outdoor classroom,” building essential knowledge in key concepts and skills. Scout groups can earn merit badges while assisting your team in habitat establishment, management or monitoring. College students and professors may conduct research or class studies in your habitat while providing your site with valuable information. Members of the community connect to the environment and learn about company’s who are Council members and their role as a thoughtful steward of the environment through nature trails and special events featuring your *Wildlife at Work* program.

From the very beginning, the membership of the Council realized that “biodiversity conservation” was a critical need that must be integrated into standard business practice. The question was how best can the organization meet its mission while moving forward with a productive business strategy to meet the ever pressing needs to deliver goods and services that are required for a growing and healthy society? The answer to the question is found in the unique blend of its members - companies, conservation groups, agencies, universities, and other community stakeholders. The amalgamation of its diverse partners, provide the intelligence, resources, and capacity to help the Council meet the challenge head-on. WHC currently has 128 Corporate Lands for Learning and 640 certified Wildlife at Work programs certified – a testament to the commitment of the Council members to be leaders in the “business of biodiversity.” Moreover, the Council has built strong bridges of collaboration with the U.S. Forest Service, the Natural Resources Conservation Service, the U.S. Fish and Wildlife Service, the U.S. Army Corps of Engineers, the U.S. Business Council for Sustainable Development, and others.

The Council is guided by a 22 member Board (all of whom are senior employees with member companies or organizations) who meet two to three times a year. The annual meeting is generally held in November in conjunction with its annual symposium. The Council has 27 professional staff, six who are based in regional offices in Pittsburgh, Houston, Chicago area, Detroit, Tucson, and Denver and the balance who work from the Silver Spring, Maryland headquarters. The annual budget for the Council is approximately \$2.7 million with membership dues accounting for approximately 27% of the overall budget.

More information on the Wildlife Habitat Council can be found here - www.wildlifehc.org.

POSITION OVERVIEW

The incoming President will lead an organization facing a critical set of organizational and strategic opportunities. The President will succeed Bob Johnson, who will work in support of membership outreach and other development activities, under the direction of the new President for 12-18 months. The President will be expected to bring a new energy and voice to successfully position the Council as a conservation leader. Over the past several months, the Board and staff have engaged in a strategic planning process to re-envision the organization’s strategic position. The new President will join this effort, contribute their perspective, and lead the Board and staff in implementing a new plan to guide the organization forward.

In this role, the President will be called on to provide a strategic vision to advance all aspects of the organization’s capabilities and initiatives. The President will lead an organization uniquely positioned to play a critical role in the future of the biodiversity conservation. The President must

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be an energetic and entrepreneurial leader, and possess sophisticated political, management, and fundraising capabilities. In order to advance the work of the organization, the President will need to continue to build an organization that supports staff excellence and sound stewardship of its resources. The President must bring genuine excitement and commitment to the Council's mission and be able to direct, motivate, and inspire a professional staff.

Beyond providing internal organizational leadership, the President will be expected to serve as a leader, expanding the reach and influence of the organization with critical public, private, and philanthropic leaders. Because so much of what the President will do involves building and maintaining trust with individual donors, elected and appointed decision makers, and corporate leaders, the President must have the presence, judgment, and communications skills to operate as a peer at the most senior levels. Moreover, the President will need to continue to usher forward creative and effective approaches to fundraising and revenue development.

The broad objectives and goals for the President are as follows:

- Lead the organization in addressing a range of organizational, policy, and program issues, including setting priorities, providing financial and staff leadership, and designing and implementing an organizational structure that supports growth and creates an atmosphere for a great place to work.
- Expand the reach and public recognition of the organization as a conservation leader.
- Continue to expand the financial base of the organization, pursuing philanthropic funding sources and other creative sources of revenue and in efforts to build a sustainable future for the organization.
- Work with the Board and staff to develop, refine, implement and update a strategic plan guiding the future operations of the Council.

KNOWLEDGE, SKILLS AND ABILITIES

The President should ideally possess the following professional qualifications and personal attributes:

- Passionate interest in connecting people to nature.
- Demonstrated leadership and business acumen, a proven record leading organizational growth and effectiveness, and comfort in dealing with the budgeting process and management of staff and financial resources, and ideally engaging and fully utilizing the Board.
- Demonstrated ability to increase fundraising with individuals of high net worth, private and family foundations and corporations, and a willingness to try new ideas in development.
- Leadership stature and experience working with state, national, and international public policy leaders, private sector, nonprofit advocates, and other key stakeholders.
- Personal creativity and strategic vision, coupled with an ability to listen to others and learn from their best ideas – a sense of inquisitiveness and intellectual curiosity.
- Articulate, high energy, intellectually inquisitive, and possessing impeccable integrity.
- A collaborative style, with the confidence to make important autonomous decisions when necessary.
- Existing corporate relationships, or the demonstrated ability to cultivate and leverage similar relationships with corporate and government leaders.
- Prior successful experience managing programs or organizations of similar size, scope and impact of the Council.
- The ability to simultaneously manage vision and daily operations.

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- A minimum of an undergraduate degree from an accredited institution, with an advanced degree preferred.

COMPENSATION

Compensation for the President includes a competitive base salary and an excellent package of employee and health benefits.

TO APPLY

Qualified individuals wishing to speak discreetly about this opportunity may contact Todd Owens, Principal, Dewey & Kaye at 412.434.1335 or todd.owens@deweykaye.com. Qualified individuals may apply confidentially by submitting resume, cover letter and compensation requirements as MS Word attachments to: resumes@deweykaye.com. Please reference the following in the subject line of your email: **Wildlife Habitat Council, President (#202-MH687)**.

Candidates must submit materials no later than Tuesday, July 5, 2011.

If you do not receive an email confirmation of your submission within 3 business days, please contact Dawn Kopp at dawn.kopp@deweykaye.com or 412-434-1335. Please direct all inquiries related to this position to Dewey & Kaye.

Wildlife Habitat Council is an equal opportunity employer and welcomes a diverse pool of candidates.

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