

Job Announcement
Executive Director
Highlands-Cashiers Land Trust

The Highlands-Cashiers Land Trust (HCLT, a 501(c)(3) organization) was founded in 1909 to conserve and protect wild lands in Macon and Jackson Counties in western North Carolina. Currently HCLT oversees more than 3,000 acres of conserved land, with an annual budget of approximately \$427,000.

HCLT's long-time Executive Director will retire in mid-2023 and we are seeking his replacement. The Executive Director is responsible for execution of strategic plans, donor education and development, land acquisition and stewardship, staff management, and office administration. The Director should embrace servant-leadership and will work closely with an involved Board of Directors and experienced staff. The full-time position includes benefits, and the salary will be commensurate with experience and comparable with non-profit executive director positions in the region.

Applications must be received by **February 15, 2023**. Start date May 1, 2023.

POSITION OVERVIEW:

The successful candidate will report to the Board of Directors. In addition to the Executive Director, HCLT staff include three full-time and two seasonal staff. At a minimum the successful candidate must demonstrate an appreciation for and curiosity about natural resources, and superior organizational skills. He or she should have experience with successful non-profits. Experience with other land trusts or other environmental non-profits is not required but would be helpful.

QUALIFICATIONS:

- Capacity to excel at influencing and leading the staff and the organization
- Outstanding communication skills and ability to work well with board, staff, the community and media
- High executive functionality
- Nature-oriented
- Energetic, curious, and social
- Passion for the mission and programs of HCLT
- Experience in
 - Program planning and execution
 - Donor support and fundraising capabilities
 - Age-appropriate education programming
 - Fiscal and operational management
 - Environmental, property, and/or fiscal regulations

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TO APPLY

Please send introductory letter and resume to

Carlton King, President
HCLT
P.O. Box 1703
Highlands, NC 28741

Or email to
personnel@hcltnc.org

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HCLT is an Equal Opportunity Employer and encourages diversity and equity in all facets of the organization's work. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status, or any other protected class.