

**ORGANIZATION:** Brooklyn Botanic Garden  
**POSITION:** President  
**REPORTS TO:** Board of Trustees  
**LOCATION:** Brooklyn, New York  
**INFORMATION:** [Website](#); [2018 Fact Book](#)  
**TO APPLY:** Please send resume and cover letter to [BBGPresident@pbrsearch.com](mailto:BBGPresident@pbrsearch.com).

## **BACKGROUND**

Founded in 1910, Brooklyn Botanic Garden (The Garden, or BBG) serves communities in New York City and internationally through its world-class gardens, extensive research collections, and numerous educational and community programs. Situated on 52 acres in the heart of Brooklyn and open year-round, the Garden is home to over 12,000 kinds of plants and hosts between 800,000 and 1,000,000 visitors annually. BBG is an urban botanic garden that connects people to the world of plants, fostering delight and curiosity while inspiring an appreciation and sense of stewardship of the environment. In the Garden, in its diverse communities, and well beyond, BBG inspires people of all ages through the conservation, display, and enjoyment of plants; with educational programs that emphasize learning by doing; and with a history of research focused on understanding and conserving plants and plant communities.

## **POSITION**

Following an exceptional period of growth that included the development of more than four acres of sustainably designed and maintained gardens and facilities as well as expanded education and community programs that support environmental stewardship, BBG is in the final phase of a [garden-wide renewal](#). The goal is to ensure BBG remains a model for urban botanic gardens worldwide, while also remaining committed to improving the urban environment and the quality of life of Brooklyn residents. BBG currently employs 170 full-time and up to 250 seasonal staff, operates on an annual budget of \$24 million, and has a \$68M endowment. The Garden seeks a president to work closely with the board, staff, and community to define and implement plans for the organization's next chapter; serve as the primary face and voice of the organization; and cultivate relationships with a wide variety of stakeholders.

## **RESPONSIBILITIES**

### **Strategic Leadership**

- Work with the board and staff to create and implement the organization's next strategic plan (including an updated master site plan), which will define where BBG wants to go and how it will get there. Effectively communicate the goals of the strategic plan both internally and externally so that all stakeholders – from board members to major donors and staff – understand their role and responsibility in making the plan a reality.
- Be the primary advocate and champion for the Garden as a beautiful, serene, environmentally sustainable place of horticultural excellence that is relevant and accessible to the broadest possible audience and remains an outstanding resource to professionals in the fields of horticulture, conservation, and beyond.
- Strengthen and sustain BBG's investment in the landscape and beauty of the Garden and its living collections year-round.
- Lead and manage a strong, capable executive team and staff so they are inspired to do exceptional work; be a positive and accessible presence to all who work at BBG.
- Build upon and continue to realize BBG's Diversity, Equity, Access, and Inclusion (DEAI) plan, so that BBG fulfills its vision of being a welcoming and safe space for all of its neighbors and an organization with a diverse staff and inclusive work culture to serve its many audiences.
- Set high standards for professionalism, work product, and collegiality, and hold people responsible for maintaining them; support staff in their careers, ensuring people have opportunities for professional development that enhance their growth and their work.

- Ensure staff members understand how their specific roles contribute to the overarching mission and purpose of the organization, evolving the organizational structure as needed to allow for greater efficiency, increased communication, and a higher level of integration across departments.
- Collaborate with senior staff to develop a plan for upgrades to internal infrastructure and technology.
- Engage the appropriate team members to institute and/or evaluate current processes, procedures, and systems to ensure BBG is maximizing its business efficiency while delivering an excellent visitor experience. This includes analyzing earned income opportunities, sponsorships, membership, and building the endowment.

### **External Relations**

- Be the face and voice of BBG, working actively to elevate its profile, promote and publicize its programming, and expand appreciation for its mission.
- Be the organization's primary fundraiser, working closely with the board and staff to raise annual and restricted support from individuals, foundations, corporations, and government sources.
- With warmth and emotional intelligence, become a valued and visible member of the Brooklyn and broader communities locally, nationally, and globally, with the ability to engage with people from a wide array of backgrounds, including funders, business leaders, city employees, and elected officials.
- Attend conferences, give talks, and represent BBG externally in order to further the mission.

### **QUALIFICATIONS**

The ideal candidate will be a seasoned, creative, visionary leader with a passion for BBG's mission and the ability to imagine its future. Specifically, the president will have:

- A deep, demonstrated passion for the conservation, appreciation, and aesthetics of plants; a commitment to environmental sustainability; and a strong design sense and eye for beauty.
- At least ten years of executive management experience in positions with significant external and internal responsibilities, and a track record of motivating results-oriented teams and taking an organization through its next stage of growth.
- Strong business sense, financial acumen, and proven skills in risk management.
- Emotional intelligence, a winning personality, and the ability to engage with all kinds of people, from visitors to board members to elected officials.
- Extensive experience fundraising with the ability to cultivate relationships and to close contributions from all revenue sources.
- The ability to be a strategic and inspirational leader for staff, board members, and the community.
- Excellent management and interpersonal skills and experience leading a highly capable staff in ways that emphasize collaboration and teamwork.
- Strong written and verbal communication skills; a persuasive and passionate communication style.
- Experience working with a board of trustees, with the ability to expand existing and develop new board member relationships.
- A bachelor's degree is required; an advanced degree in horticulture, botany, or a related field is a plus.

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