

**ORGANIZATION:** Theodore Roosevelt Conservation Partnership  
**POSITION:** Chief Executive Officer  
**REPORTS TO:** Board of Directors  
**LOCATION:** Washington, DC  
**WEBSITE:** [www.trcp.org](http://www.trcp.org)  
**TO APPLY:** Please send cover letter and resume as one PDF to [TRCPCEO@pbrsearch.com](mailto:TRCPCEO@pbrsearch.com) with title format "Last Name First Name – Letter Resume."

## **BACKGROUND**

Theodore Roosevelt Conservation Partnership (TRCP) exists to guarantee that all Americans have quality places to hunt and fish by uniting and amplifying the voices of an ideologically diverse coalition of partners with the shared goals of conservation, active habitat management, and increased access to natural resources. The organization is inspired by President Theodore Roosevelt's commitment to making conservation a top-tier national issue and aims to safeguard the American outdoors for future generations of sportsmen and sportswomen. Since its founding more than 20 years ago, TRCP has played a crucial role as a nonpartisan advocate in shaping and influencing government policies and legislation across a range of federal programs represented by the organization's five policy centers: public lands, private lands, marine fisheries, climate, and water resources. TRCP currently employs 45 full-time staff across offices in Washington, DC and Missoula, MT, as well as other remote locations, and operates on an annual budget of \$8.4 million.

TRCP's [Policy Council](#) is a group of 63 diverse partners representing the nation's leading hunting, fishing, and conservation organizations. Its [Corporate Council](#) brings together 29 leading outdoor recreation and conservation-minded socially conscious companies. The council partners align on their shared priorities and present a formidable, united front to policymakers to achieve conservation outcomes that will guarantee all Americans quality places to hunt and fish for generations to come.

## **POSITION**

The CEO will lead strategic direction-setting for all aspects of TRCP, including policy priorities, external relations, and organizational growth, development, and sustainability. The CEO will be an energizing leader who will inspire and motivate TRCP's staff and a wide range of partners to realize a powerful vision for conservation. The ideal candidate has vision, strategic thinking capabilities, knowledge of how to achieve policy outcomes, as well as a proven track record of building strong partnerships and leading teams.

## **RESPONSIBILITIES**

### **Strategic Leadership**

- Work with key stakeholders – from board members and nonprofit, corporate, policy, and government partners to staff and major donors – to articulate and execute the areas of focus for TRCP's next chapter as it concludes its current strategic plan and develops the next one.
- Effectively communicate TRCP's strategic goals both internally and externally so that all stakeholders understand their roles and responsibilities in bringing these ideas to fruition.
- Adapt and align the organizational structures and ways of working as needed to ensure that TRCP's policy campaigns, staffing, and budget are financially sustainable and aligned with the strategic plan.
- Ensure that there are concrete metrics for success in evaluating TRCP's progress towards its goals.

### **External Relations**

- Serve as a spokesperson and collaborative advocate for the shared conservation priorities of the hunting and fishing communities. To advance them, identify, strengthen, and sustain relationships with a wide array of stakeholders, including funders, nonprofit and corporate partners, elected and appointed officials

across relevant government agencies and offices from both parties, collaborators on various policy campaigns, media and press, and the broader public.

- Inspire and drive solutions-oriented, science-based conversations with stakeholders to result in bipartisan policies and legislation that advance the shared priorities of TRCP and its partners.
- Continue to grow TRCP's reputation as an influential, independent thought leader in conservation policy.

### **Team Leadership**

- Provide motivational, visionary leadership for the team so they are inspired to continue doing exceptional work.
- Ensure team members understand how their specific roles contribute to the overarching mission and purpose of the organization.
- Work with senior leadership to ensure that TRCP has a positive, supportive culture that attracts and retains staff and provides opportunities for professional development.

### **Fundraising**

- Working with the TRCP board and the chief development officer, realize a comprehensive fundraising plan to diversify and grow support and long-term sustainability.
- Be TRCP's lead fundraiser, developing relationships with and raising funds from a variety of sources.

### **Board Relations**

- Collaborate with a highly engaged, committed board (currently 24 members) to determine and evaluate the strategic direction of TRCP.
- Develop strong relationships with each board member, ensuring their contribution to TRCP is aligned with their interests and the organization's needs.
- Partner with the board to attract, engage, and retain board members who can help TRCP realize its mission and vision.

### **Financial and Operational Leadership**

- Be responsible for the overall fiscal health of TRCP, with an eye towards long-term sustainability.
- Collaborate with senior team members to ensure that TRCP's operations and finances operate at the highest level and in line with best practices, as well as TRCP's strategic plan.

## **QUALIFICATIONS**

### **Experience**

- At least ten years of senior leadership 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 evolution
- Knowledge of how to achieve legislative and policy outcomes at the federal and/or state level
- Demonstrated success building common ground and collective solutions in a bipartisan manner
- Ability to raise funds, collaborate with an active and engaged board, build donor relationships, and think creatively about revenue streams; demonstrated success with private fundraising ideal
- Experience in a leadership role at a relevant nonprofit a plus

### **Personal Attributes**

- A deep passion for hunting, fishing, and conservation; a personal commitment to TRCP's mission
- Intellectual agility and the ability to analyze, think critically and creatively about complex issues from multiple perspectives, and develop a path forward with the necessary buy-in and support
- Superior managerial and interpersonal skills, and experience leading a highly capable, collaborative team

- Strong business sense and financial acumen
- The ability to develop a big-picture vision as well as follow through on the details and implementation
- Emotional intelligence and a natural ability to navigate and collaborate with diverse audiences (including staff, board, funders, supporters, government officials, organizational partners, and others) to make decisions and advance the collective cause; a reputation for working in a bipartisan way to achieve results
- A strong and persuasive communicator, both verbally and in writing; the ideal candidate will be capable of engaging and garnering support from a variety of audiences

#### **COMPENSATION**

- Anticipated minimum salary \$240K plus performance-based bonus; commensurate with experience
- Attractive, competitive benefits package, including medical insurance, 401(k) match, and generous PTO

***Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, TRCP encourages you to apply.***

***TRCP is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, TRCP will provide reasonable accommodations for qualified individuals with disabilities.***