



Sierra Forest Legacy

Protecting Sierra Nevada Forests and Communities



Job Description: Deputy Director (transitional to Project Director)

Date: December 1, 2011

Timeline for hiring: January-February 2012

Sierra Forest Legacy is a conservation coalition of over 80 organizations founded in 1996 and focused on the protection, conservation and restoration of natural resources on the 12 million acres of national forest lands in the Sierra Nevada. We are also involved in community fire protection, sustainable biomass utilization, and building community and stakeholder consensus around ecologically sustainable restoration treatments. We maintain strong relationships with the scientific community and are actively engaged in multi-party collaboration efforts throughout the Sierra Nevada. Sierra Forest Legacy is a project of the Tides Center www.tides.org

Position Summary

Sierra Forest Legacy (SFL) seeks to fill the transitional position of Deputy Director for six months. Following the six months successful tenure as Deputy Director, the Deputy Director will be offered the position of Project Director. The Project Director is the executive staff leader for SFL and oversees all functions, staff, and activities of the project. The transitional position of Deputy Director is an opportunity to learn the scope and function of the organization prior to assuming executive leadership.

The Deputy Director will assist the current Project Director in the planning, management and execution of the Forest Conservation and Forest Restoration programs. The Deputy Director also will assist the Project Director in fundraising, organizational development, and management of the project.

The Deputy Director reports directly to the Project Director. The Deputy Director works with a variety of staff, consultants, and advisors to complete the work of the project. This job involves interacting with decision makers in state and federal agencies, land managers, and specialists. The successful candidate is expected to understand the political, social, economic and ecological issues facing forest management in California and specifically the conservation issues facing public lands in the Sierra Nevada.

Visit www.sierraforestlegacy.org to best understand the project's roles and the experiences gained as a conservation leader and conservation community member. SFL is known for doing

detailed work, for direct engagement on the tough issues and for perseverance. SFL cultivates diverse allies in order to accomplish conservation goals.

Primary Responsibilities-Conservation

- ❖ Work with the staff, consultants and partners to guide the Forest Plan Revision process for the 11 national forest plans and ensure that the Conservation Strategy under development is integrated into the upcoming forest plans to the greatest degree possible. Support the forest planning coalition led by SFL as needed.
- ❖ Participate in and support the collaborative projects in which SFL is engaged.
- ❖ Establish and maintain effective working relationships with key scientific researchers, including agency and academic experts in fields related to our work. Important agency contacts include USFS, Sierra Nevada Conservancy, USFWS, CDFG, Federal EPA, State Water Resources, the Resources Agency, NPS and others.
- ❖ Understand the basic ecology of Sierra Nevada ecosystems including old forests, west slope hardwoods, aquatic-riparian, meadow, east-side pine, red fir and mixed conifer forests and their current status, threats, disturbance regimes, impacts of management and other human activities and desired conditions.
- ❖ Understand conservation issues for Sierran species-at-risk, and the role of ecological processes including fire, climate change, pathogens, direct human impacts, agency or local political context and other factors that could negatively effect their survival.
- ❖ Oversee outreach to decision makers in state and federal agencies to deliver and discuss SFL conservation concerns and goals.

Primary Duties-Fundraising, Organization Development and Administration

- ❖ Organize and lead strategic planning effort in first year of employment.
- ❖ Revise fundraising plan for the 2012 calendar year and assist Project Director in its implementation.
- ❖ Support and manage the administrative duties of SFL.
- ❖ Maintain regular communication with the Advisory Committee, prepare materials for quarterly meetings, and coordinate these activities with the Project Director.
- ❖ Prepare a detailed plan for transition from Deputy Director to Project Director and assess staff needs based on outcome of strategic planning.

Profile of the Successful Candidate

The Deputy Director will be a visionary leader with strong people and process management, organizational, communication, consensus-building, and fundraising skills. The successful candidate could come from a variety of leadership backgrounds; though he or she will have solid experience in the conservation organizations in the non-profit sector (either as staff or a board member), he or she may also come from other fields, such as work in the private, public, or academic sectors.

Specifically, SFL seeks a seasoned professional who has:

- ❖ Significant experience in the development and implementation of forest management policies, especially in California, and the complex resource issues associated with this area
- ❖ Skill in the art and science of natural resource based collaboration
- ❖ Significant leadership experience in the private, public, independent, or community foundation sector
- ❖ An energetic, entrepreneurial nature that combines intellectual curiosity with analytical skills and political savvy
- ❖ A passion for SFL's mission and values
- ❖ Demonstrated successful experience in fundraising, program development and board relations
- ❖ Ability to foster an environment that results in efficient and effective organizational management
- ❖ An affinity for intellectual leadership, as evidenced by a track record of forward, anticipatory thinking and developing strategy and vision for the future
- ❖ The ability to forge pragmatic solutions in environments characterized by ambiguity and complexity
- ❖ A communicative and collaborative approach, demonstrated through strong written and oral skills as well as strong listening skills
- ❖ An inclusive, consensus-building leadership style both in and out of the public spotlight that inspires Advisory Committee members, staff, benefactors, and partners in the community

- ❖ Wisdom and prudence in deployment of financial resources
- ❖ Strong integrity and a commitment to professional excellence, combined with values that wear well over the long term
- ❖ Excellent interpersonal skills; a proven track record of being able to motivate and inspire others to act

Position and Compensation

SFL is a project of the Tides Center and staff are employees of the Tides Center. The Deputy Director position is an “at will” position serving at the will of the Tides Center Board of Directors, the Project Director and the SFL Advisory Board. This position reports to the Project Director of SFL.

This position is full-time and exempt from overtime. Salary range \$55,000 to \$65,000 depending upon experience. Benefits include health, dental and vision insurance, retirement plan (403b Simple), sick leave and vacation.

The duty station for this position may be a home office. The duty station must be within 75 miles of Sacramento, CA.

To Apply

Please submit a letter of interest, your resume, a recent writing sample and three references of professional contacts familiar with your work to craig@sierraforestlegacy.org with “Deputy Director” in the subject line. Applications should be directed to the attention of Craig Thomas, Project Director. Your submission will be acknowledged by email. No calls, please. Applications will be accepted until the position is filled.

The Tides Center is an equal opportunity employer

Sierra Forest Legacy, a project of the Tides Center, is an equal opportunity employer. We strongly encourage and seek applications from women, people of color, including bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, medial condition (cancer-related) or conditions Acquired Immune Deficiency Syndrome (AIDS) and AIDS-related conditions (ARC). Reasonable accommodations will be made so that qualified applicants may participate in the application process. Please advise in writing of special needs at the time of application.

Craig Thomas, Project Director
Sierra Forest Legacy