

POSITION PROFILE

Executive Director Feather River Land Trust

Quincy, CA



From the Current Executive Director

I'm excited to announce that the Feather River Land Trust (FRLT) is seeking a new Executive Director to lead our work to conserve, care for, and connect people to one of California's most beautiful and ecologically important regions. In 2016, I stepped into this position with a mandate to lead FRLT through a period of organizational growth and ambitious conservation. I'm so proud of what we've achieved together with our conservation partners and members these past 7 years, more than doubling the amount of permanently protected wetlands, meadows, forests, and wildlife habitats at the Feather River headwaters. By year's end, we will surpass 100,000 acres conserved! It's been my privilege to lead FRLT's efforts with partners to conserve family-owned ranches in Sierra Valley and to protect important water resources, Maidu homelands, and public access to beloved places like Bucks Lake, Mountain Meadows, and later this year, Lake Almanor. Together we've expanded the Sierra Valley Preserve, with new trails and a Nature Center opening soon.

Through it all, I've worn two hats for FRLT—Conservation Director and Executive Director. As we've grown, the needs of the organization have evolved, and our ambitious conservation strategy now requires my full-time focus. We're ready to welcome new leadership to strengthen our operations, support our growing team, and plan strategically for the future.

I love this work and I'm not going anywhere. I am committed to bringing our current projects to completion and pursuing new conservation opportunities. I look forward to fully focusing my energy and expertise on protecting these important Feather River lands, for our shared future. I'm excited to share this opportunity on behalf of our board, and to welcome a new leader onto our passionate and capable team.

Shelton Douthit, Executive Director

White-faced Ibis © Andy Wright/Lighthawkphoto



protecting the places that make the Feather
River region special

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THE OPPORTUNITY

Position Summary

The Feather River Land Trust (FRLT) is seeking a strategic and dynamic leader to advance our mission to “conserve the lands and waters of the Feather River region and steward their ecological, cultural, and educational values for current and future generations.” The Executive Director is responsible for oversight, execution, and implementation of the mission of FRLT and guides and supports staff in the areas of fundraising, land protection, land management, finance, outreach, and public relations. The Executive Director ensures FRLT maintains accreditation by the Land Trust Alliance, implements sound and ethical business practices, and positively represents the organization with other conservation agencies, landowners, donors, and the public. The Executive Director reports to the FRLT Board of Directors and is responsible for the implementation of strategy as developed and approved by the Board.

Based at the Feather River Land Trust headquarters in Quincy, CA. The position requires occasional travel to various locations throughout Plumas, Sierra, and Lassen counties and several trips each year to Sacramento and the San Francisco Bay Area (mileage reimbursed for regional work travel).

Key Responsibilities

- **Implement** FRLT’s conservation vision and land protection goals.
- **Safeguard** the financial health of the organization.
- **Ensure** that all lands protected by FRLT are maintained and/or managed in a fashion that upholds the conservation values for which they were protected.
- **Facilitate** the Board in developing FRLT’s Business Plan and Strategic Plan and annually review these plans to revise them as necessary.
- **Supervise** lead staff of all departments at FRLT (Development, Land Protection, Stewardship, People and Land, and Finance/Operations) to meet organizational goals.
- **Ensure** a standard employee performance evaluation process, and that employees receive consistent feedback and support.
- **Work** with department lead staff to identify employee goals, training needs, and career advancement and mentorship opportunities.
- **Ensure** a professional workforce, through effective recruitment, development, and retention of quality employees.
- **Maintain** FRLT as an accredited land trust by ensuring compliance with all relevant standards and practices and accomplishing on-schedule re-accreditation.
- **Lead** annual work planning and budgeting processes across departments.
- **Assist** with Board development and recruitment.
- **Represent** FRLT at public events, engaging current and potential stakeholders, and promoting FRLT’s mission with partners, donors, and the public.
- **Assist** the Development Director with donor relations and fundraising.

Candidate Profile

While no candidate will offer every desired skill and characteristic, those listed offer an aspirational view of the ideal candidate. Education, work experience, and life experience all contribute to your skills and competencies. If you meet a good number of the qualifications listed, we encourage you to apply.

Experienced and Strategic Leader

- At least five years of progressively increasing senior organization leadership experience, preferably with some in the nonprofit sector
- Effective leadership experience, demonstrating the ability to set direction, gain alignment, and secure commitment of staff, board, donors, and key stakeholders
- A bachelor's or higher degree with a concentration in environmental science, geography, planning, public administration, or another related field
- Management experience and an inclusive management style that encourages staff to perform at their best and provides opportunities for professional development
- Natural propensity toward strategically developing and growing an organization (not simply sustaining), with a demonstrated track record of growth

Ambassador and Effective Fundraiser

- Comfort with and success in all aspects of fundraising and philanthropy—including individual, foundation, and corporate giving, as well as special events and government grants (capital campaign and planned-giving experience a plus)
- Masterful communication and listening skills; compelling presentation and public speaking skills

Relationship Builder

- A history of building and sustaining strong relationships with internal (staff and Board) and external stakeholders, donors, and community leaders
- Excellence in navigating complex public and private sector relationships and dynamics to achieve results

Finance and Operations Leader

- Strong business acumen and a high level of financial proficiency

Passion for Our Mission

- A demonstrated interest in or commitment to conservation, the outdoors, and protection of the environment
- Ability to recognize trends in conservation and related sectors and to keep the organization responsive to new ideas and opportunities
- Experience with promoting the values of diversity, equity, inclusion, and justice in all aspects of the work environment

To Apply

Please send your resume, a cover letter, and three professional references to apply@frlt.org.

COMPENSATION AND BENEFITS

The annual salary range for this position is \$100,000–\$150,000, depending on experience and qualifications. The benefits package includes flexible Paid Time Off, paid time for personal wellness, and after an introductory period, eligibility for all FRLT benefits, including the opportunity to enroll in Medical/Dental/Vision Insurance (50% premium paid) and retirement program (SIMPLE IRA with 3% matching of yearly earnings). This is a full-time, exempt position.

FRLT is an equal opportunity employer to all, without discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law.



THE ORGANIZATION

The Feather River Land Trust was founded in 2000 by a group of volunteers in Quincy and has grown into a nationally-accredited land trust operating in the Feather River Watershed—the Sierra Nevada’s largest watershed and a source of drinking water for 27 million Californians.

Our Mission

We conserve the lands and waters of the Feather River region and steward their ecological, cultural, and educational values for current and future generations. We achieve our mission in three ways:

We **CONSERVE** publicly important lands, waters, and wildlife habitat through both conservation easement and fee-title acquisition.

We **CARE FOR** protected lands and maintain, restore, and enhance land health, and historical and cultural resources.

We **CONNECT** people to the land, nurturing and restoring our relationship to the natural world with nature-based education, recreation, and stewardship activities.



Key Programs and Current Initiatives

Conservation Vision: In 2017 we started an ambitious fundraising and land protection campaign to conserve 120,000 acres of strategic landscapes and have scaled our capacity to conserve some of the most ecologically important lands and waters in the Feather River region.

Fire Recovery: The Dixie and Beckwourth Complex Fires burned nearly 1 million acres in the region. We launched a Fire Response Initiative to mitigate the impact on protected lands, planned for long-term recovery, and are documenting and sharing our lessons along the way.

Protecting Headwater Lands: Permanently conserving 43,000+ acres of PG&E-owned lands, including lands transferred to the Maidu Summit Consortium—with Lake Almanor being the final piece slated to close at the end of 2023.

Sierra Valley Preserve & Nature Center: Building a hub for ecological learning and recreation, including a Nature Center with exhibits, programs, and green-design facilities (estimated opening summer 2024).

Public Access & Education: Expanding public recreation facilities at our preserves and creating interpretive signage at conserved properties throughout the Watershed.

Learning Landscapes: We are working to strengthen and build our locally-rooted and nationally-recognized K-12 outdoor education program for success in perpetuity.

Our Impact

**75,000+ acres
conserved**

**2,500 kids annually
served by Learning Landscapes**

**5 nature preserves
with public access**

COMMITTED TO INCLUSION AND OUR COMMUNITY

Conservation is for EVERYONE

FRLT is committed to conserving and restoring land, and people's relationship with the land, and we believe our work is only sustainable if it touches and benefits our whole community. We are committed to listening, learning, and building a culture that respects everyone and where many voices can be heard. Our effectiveness and impact will be enhanced, and our mission well-served, as we recognize diversity, equity, inclusion, and belonging in all aspects of our work.

We live and work on Indigenous homelands

The lands and waters of the Feather River Watershed are the homelands of the Mountain Maidu and Washoe people, who have inhabited these lands since the beginning of memory and were displaced due to violence and discrimination. The Feather River Land Trust is working with Maidu and Washoe community members, regional organizations, and others to protect Native homelands, honor and learn from Traditional Ecological Knowledge, and promote access to land for current and future livelihoods. Together, we hope to not only restore important habitats and cultural sites in the short term but to build trust and a collaborative network with Indigenous people to manage the land long into the future.



LOCATION

The Feather River Watershed is an amazing place to live, work, and explore. This vast and varied region encompasses the Lake Almanor Basin, Sierra Valley, and the Highway 70 corridor to Oroville. Small towns like Chester, Quincy, Portola and Loyalton offer rural charm and wonderful opportunities for community connection, fun local events, and outdoor recreation. With Lassen Volcanic National Park to the northeast, Sierra Valley to the southeast, and the many alpine lakes and trails in between, there is something for everyone. Beautiful natural places abound. Recreation enthusiasts can enjoy camping, biking, and kayaking in the spring and summer and stay active in winter with snowshoeing and cross-country skiing. The communities are tight-knit and passionate about their connection to the region, and tourism draws many visitors and vacationers who return every year. Join us in helping conserve and care for the places that make this region one of the most beautiful in California.

Our Values

Future generations

We believe in future generations and their right to experience and benefit from the magnificent lands and waters of the Feather River region.

Good for people and land

We believe relationship to land can nurture people and the land alike—enhancing community health, building a land stewardship ethic, and ensuring the long-term success of conservation.

Social good

We believe our work is only sustainable if it touches and benefits our whole community.

Water for all

We believe in conserving the headwater lands of the Feather River for wildlife, fish, and people, both residents and 27 million people downstream.

Locally driven

We believe in locally-based conservation and stewardship of land. We work with local communities to identify and protect the lands they love; we respect the wishes of the communities we serve.

Rural livelihoods

We believe that working forests, farms, and ranches—and the people who steward them—play an important role in conserving biodiversity and climate resilient landscapes.

Love of place

We believe not only in conserving and restoring land, but also in conserving and restoring people's relationship to land.

Building our community

We believe that together we can shape the future of the Feather River region. We build our community by collaborating with partners and doing business locally.

Cooperation

We operate in a cooperative, non-litigious, apolitical manner.



Sandhill Cranes © Katie O'Hara