



<https://eslt.org>

JOB POSTING

Position: Executive Director, Eastern Sierra Land Trust
Location: Bishop, California; hybrid (in-office and locally remote work)
Salary: \$135,000 - \$170,000

The Eastern Sierra Land Trust (ESLT), a nationally accredited land trust, is seeking an Executive Director to lead the organization into the coming, critically important years of land conservation. The Eastern Sierra region is exceptional and rich beyond measure – from the grandeur of the high peaks, the long history of ranching, the essential animal migration routes and protected species, the energy of tourism and outdoor sports, our precious water resources, and the deep roots of Indigenous people on Native lands. The next leader of ESLT will lean into all of the existing opportunities and challenges and join our staff and Board in our continued success protecting this place that means so much to so many.

The Executive Director oversees all aspects of the organization including land acquisition, land stewardship, community engagement, staff management/professional development, financial management, fundraising and development. The Executive Director is expected to:

- lead and expand ESLT's established program of land conservation and stewardship in the Eastern Sierra region of California and Nevada.
- serve as the external face of ESLT, serving as an ambassador with partners, landowners, donors, Tribes, and state and local governments.
- manage a talented staff, lead the organization in strategic planning, oversee operations and programs while balancing resources and emerging and competing priorities.
- ensure the financial health of the organization including the development and management of the annual budget, stewardship of the endowment, and oversight of all fundraising and communications including, but not limited to, grant management, donor stewardship, planned giving, donor communications including social media, and event design and execution.

The ideal candidate:

- has experience in land conservation and understands the unique opportunities and challenges present in the Eastern Sierra.
- understands the niche that land trusts fill in the conservation world and the tools they use to get the work done.
- has executive leadership experience and is ready to lead, inspire, and support a fast-paced, talented, dedicated team.
- has experience in non-profit development and soliciting gifts from donors.
- has experience building trusted relationships at all levels of government, connecting with the public, and fostering collaborative partnerships.

- has experience in non-profit management including collaboration with and management of the Board of Directors.
- is forward-thinking and embraces new technologies, software and innovative practices to enhance organizational effectiveness and impact.
- has exceptional written and verbal communication skills.
- shares ESLT's commitment to diversity, equity, and inclusion in all aspects of our work.
- will be a diplomatic and persuasive advocate and spokesperson and an avid supporter of land conservation, sustainable agriculture, and the communities we serve.

ABOUT ESLT

Founded in 2001, ESLT works to protect vital lands in the Eastern Sierra region for their scenic, agricultural, natural, recreational, historical, and watershed values. Through partnerships with forward-thinking landowners, governmental agencies, and our community, ESLT has permanently protected over 23,000 acres of our region's most valuable resources. ESLT supports a healthy balance of land values and uses—from ranching to biking, wildlife habitats to traditional cultural practices—that can be sustained into the future, thereby ensuring a strong local economy and healthy environment for generations to come.

ESLT is committed to creating a diverse organizational environment and is proud to be an equal opportunity employer. All applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

COMPENSATION AND BENEFITS

The Executive Director position is full time and exempt with a salary range of \$135,000 - \$170,000 commensurate with experience. ESLT offers a competitive benefits package that includes healthcare coverage, 401(k) plan, and accrued paid time off.

TO APPLY

Send a cover letter and resume as one document (pdf) to info@eslt.org with "Executive Director Search" in the subject line. No phone calls, please. Position will be open until filled. All applicants will be informed when the position has been filled.