Job Announcement

Executive Director

Nevada Conservation League (NCL) is hiring a dynamic, engaged, and inclusive Executive Director.

Who We Are
As the political voice of Nevada’s conservation community, NCL works to protect our climate, air, water, land, and health by translating conservation values into political and policy priorities that we actively promote so all Nevada’s communities can thrive. We recognize that certain communities are disproportionately impacted by environmental degradation and climate disruption, and at all levels of our work, we seek more environmentally just outcomes. We strive to do all of our work in a way that recognizes and builds a deeper understanding of racial and social justice and that builds a more inclusive organization.

The NCL family of organizations includes Nevada Conservation League, a 501(c)(4) organization, Nevada Conservation League Education Fund, a 501(c)(3) organization, and Nevada Conservation League Political Action Committee, our political arm that directly helps elect pro-conservation candidates win office. The next Executive Director will be tasked with creating a more racially and culturally diverse and inclusive organization that collaborates with a strong coalition of partners in Nevada.

Accomplishments
The Nevada Conservation League has played a pivotal role in building political power for Nevada’s conservation and environmental communities. NCL’s political work has contributed to building conservation and progressive majorities in both chambers of Nevada’s legislature, and individual electoral victories up and down the ballot. This political work has reshaped conservation policy in Nevada, and has helped to elect the most racial and gender diverse officials in Nevada’s history, including the first women-majority legislature in the United States, the first Black Speaker of the Assembly, the first Black Attorney General, and the first Latina United States Senator in U.S. history. Along with electoral victories, NCL has been instrumental in making rooftop solar affordable and accessible to all Nevadans in the 2017 legislative session, expanding the Renewable Portfolio standard in 2019, by requiring that at least 50% of Nevada’s energy be generated from renewable sources by 2030, and putting Nevada on a path to a carbon free future. Our work has led to deeper protections for public lands like the creation of Nevada Public Lands Day, the designations of both the Avi Kwa Ame & Gold Butte National Monuments, and establishing the state’s first Office of Outdoor Recreation. NCL has helped make Nevadans’ environmental values the political priorities of Nevada’s elected decision makers.

Position Summary
The Executive Director (ED) is responsible for continuing to build a strong, effective, and powerful organization, with a focus on fundraising, organizational equity work, and collaboration with strategic partners. The ED reports to the NCL Board of Directors and manages the staff of the organization.

Opportunity
The ED is NCL’s face to the public, donors, decision makers, media, partners, and volunteers. A motivated, passionate, and persistent ED will have the opportunity and challenge of building a strong fundraising platform, establishing relationships and building credibility with communities of color and indigenous
communities, and continuing to build upon past political victories. They will have the backing and support of funders and will be among a network of environmental leaders who are the fabric of the Conservation Voter Movement nationally.

**Key Responsibilities**

**Fundraising**

- The ED is responsible for partnering with the Board of Directors to raise the financial resources needed to forward the vision, mission, and goals of the NCL family of organizations. The ED is the driving force behind raising money for the organization;
- Assist Boards of Directors and supporters in fundraising, oversee events, build a racially diverse and robust membership base, and establish relationships with major donors and foundation program officers;

**Organizing**

- The ED will continue to prioritize its mission of racial justice and equity being embedded into the organizing model and that communities of color and indigenous communities are represented in the decision-making process and leadership of the organization;
- Collaborate and partner with organizations to ensure the environmental movement in Nevada is inclusive, powerful, and just;

**Politics**

- Represent NCL with elected officers, government officials, donors, partner organizations, and businesses;
- Develop a shared vision with partners and implement a political plan that ensures that communities of color and communities disproportionately impacted by environmental inequity have a seat at the table and are represented by leaders who value environmental and climate justice included throughout;

**Management**

- Recruit, train, coach, mentor and support a growing and racially diverse team of staff across the state;
- Lead organizational change that helps NCL integrate and advance racial justice and equity as part of its mission;
- Develop and monitor complex organizational budgets and ensure sound, efficient financial systems, policies and practices;
- Cultivate and sustain a dynamic organizational culture that is inclusive and welcoming for all staff and volunteers and encourages staff to grow professionally and personally;
- Oversee the fiscal, legal, programmatic, and personnel management of the organization;
- Ensure legal compliance of all aspects of the financial, political, and programmatic activities within the NCL family of organizations;
- Lead the Boards and other volunteers through regular planning and evaluation of the organizations’ efforts;

**Qualifications**

- Demonstrates the emotional intelligence and self-awareness of identity and privilege and possesses the competencies and experiences vital to working with racially and economically diverse
communities and organizations (required);
● Demonstrated commitment to the organization’s mission and values (required);
● Proven ability, experience in, and passion for fundraising from both individual donors and foundations (required);
● Strong financial management skills and ability to build and manage multiple organizational budgets (required);
● Superior leadership, strategic thinking, and planning skills (required);
● Experience in organizational management, program planning and staff management with the ability to delegate and develop leadership (required);
● Excellent written and oral communication skills (required);
● Experience in legislative advocacy, political campaigns and/or community organizing and how communications and digital strategies are critical to their success (preferred);
● Understanding 501(c)(3), 501(c)(4), and Political Action Committee structures and compliance issues (preferred);
● Successful experience working with Boards of Directors (preferred);
● Knowledge of environmental politics and issues (preferred);
● Understanding of existing relationships within Nevada politics and the Nevada environmental community (preferred);

Salary and Compensation: Compensation for the Executive Director includes a competitive salary based upon experience ($100,000 - $125,000). The salary is accompanied by a benefits package including health, dental and vision insurance, group life insurance, and generous paid time off, including 15 days of PTO after 90-day introductory period (increases to as much as 25 days per year after 5 years of service), 3 days of bereavement leave, and 4 weeks of paid child bonding for adoptive parents, 6 weeks of paid leave for the birthing parent, and 4 weeks of paid leave for the non-birthing parent.

Job Status: This is a full-time, exempt position. The Executive Director will report to the NCL Board of Directors.

Working Conditions: This position is based in Las Vegas, NV with some ability to work from home or outside the office. Reliable transportation is required. Some evening and weekend hours are required and some periods will require work of more than 40 hours per week. There will be occasional travel within Nevada and in the United States.

To Apply: Send cover letter and resume to jobs@nevadaconservationleague.org with “Executive Director Position” in the subject line. Applications will be accepted until the position is filled.

NCL is an Equal Opportunity Employer committed to a racially diverse, inclusive, and equitable workplace.