

Position Profile

***On behalf of our client, Great River Greening,
CohenTaylor Executive Search Services
is conducting a retained executive search for its***

Executive Director





Great River Greening at a Glance

- Founded in 1995 as part of the St. Paul Foundation to restore the downtown St. Paul riverfront.
- In 1999, GRG incorporated as its own nonprofit and now works throughout the entire Twin Cities metro area and beyond.
- Since its beginning, GRG has worked alongside 42,000 volunteers to restore 20,000 acres on more than 350 sites throughout Minnesota.
- GRG has partnered with over 600 public and private entities, including cities, counties and community groups.
- Total staff of 18. Direct reports to the Executive Director include:
 - Operations Director
 - Sr. Director of Advancement
 - Finance Director

For more information, visit the Great River Greening website:
<https://www.greatrivergreening.org>

Great River Greening

Great River Greening protects our natural world, working at the heart of community and conservation. We bring people together, inspiring them to *restore healthy land and water across Minnesota*. Through volunteer events and large-scale restoration projects, we offer community-based solutions to environmental challenges. We transform degraded land into beautifully resilient natural areas, clean our waterways, and build diverse habitats that support wildlife and climate resilience.

Mission

To inspire, engage and lead local communities in conserving and caring for the land and water that enrich our lives

Vision

Healthy land and water across Minnesota





Our community roots run deep

More than 42,000 volunteers have worked with us, side-by-side, on land close to their homes: urban parks, agricultural areas, and shorelines. By teaching stewardship to thousands of people, we ensure the future of Minnesota’s natural heritage.

We embrace collaboration

Our work cuts across political boundaries, specializing in hands-on efforts that engage people on both sides of the fence. We complement, but do not replicate, the advocacy efforts of our environmental partners. While the difference is subtle, it’s very important – Great River Greening does on-the-ground work that pushes the needle forward. You can see, hear, and feel the difference we make.

We’re the experts

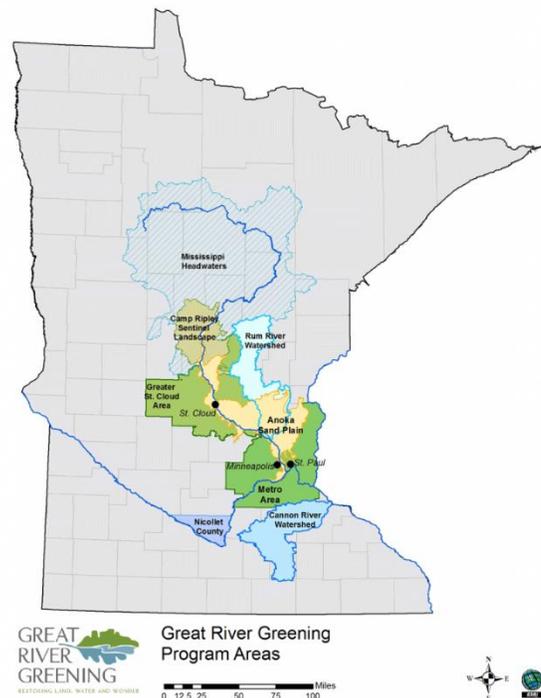
Our team includes scientists who specialize in native ecology and environmental restoration, ensuring high-quality, high-impact results. Our work advances the science of restoration, helping to find new and better ways of solving Minnesota’s environmental challenges.

We focus our work in locations and on activities that offer conservation impact, ecosystem services, and community benefits. Our projects include:

- Native planting designs for developed and natural areas
- Restoration and stabilization of shorelands and ravines
- Ecological inventories and restoration management plans
- Plantings of native trees, shrubs, wildflowers, and grasses
- Restoration and management activities, including exotic species removal, prairie seed collection and sowing, and prescribed burns
- Conservation practices on farmland for water quality

Well run and well governed

Great River Greening is proud to have an “Exceptional” four out of four-star rating from Charity Navigator as well as meet the Charities Review Council’s 25 Accountability Standards.



The Role

The Executive Director leads, motivates, organizes, staffs, directs, and manages a conservation nonprofit committed to restoring healthy land and water across Minnesota, under the direction and guidance of the Board of Directors. This new Executive Director will be joining Great River Greening at an exciting time as the organization is poised for growth. The Executive Director will have the opportunity to strengthen the Great River Greening brand and enhance its critical community partnerships.

The Executive Director has knowledge of strategic and management principles necessary for directing a conservation nonprofit, and will demonstrate strong communication and relationship skills, knowledge of financial and budgeting principles, human resources best practices, program development, strategic planning and program evaluation. He/she will also function as the chief administrative officer of a nonprofit corporation under the supervision of a governing board and will lead, manage and develop a diverse team of employees. The Executive Director will lead a multipronged fundraising effort to include all facets of donor development, building awareness with target audiences and leading events designed to increase donor education, loyalty and financial support.

The Executive Director communicates regularly with the Board of Directors through Board meetings, participation in Board committees, and contact with individual Board members. He/she has primary responsibility for communication with the Board regarding the current status of services being offered and the development of new programs.

Essential Functions:

- In partnership with the Board of Directors, designs and evaluates the strategic plan for Great River Greening in line with mission and values to create a compelling organization that contributes to the field.
- Develops and maintains an appropriate system of fiscal accountability such that Great River Greening has sufficient resources, is transparent to its funders and delivers on its financial targets.
- Develops and maintains effective mechanisms for public relations and community involvement so Great River Greening engages targeted audiences and grows in reputation and visibility.
- Develops and maintains legislative relations and strategies so Great River Greening competes successfully for various state funding pools.
- Serve as a spokesperson for the organization for broad range of community sectors including, city communities, all levels of government, other non-profit organizations and business organizations.
- Develops, models and promotes effective Human Resource development, best practices, policies and evaluation to create healthy work culture and nurture senior leadership.
- Develops and maintains effective systems for program development and evaluation resulting in high-quality programs in line with strategic plan and with responsible budgeting and staffing.
- Develops and maintains effective mechanisms for necessary fundraising and project revenue generation so Great River Greening meets strategic goals and is financially sound.
- Acts as a resource to the Board of Directors so that governance and policy decisions are made on an informed basis.
- Develops and maintains effective relationships with community partners in order to advance organizational goals and deliver services and programs in effective manner.
- Maintains awareness and connections within the context in which Great River Greening does business to evaluate strategic objectives and niche in ongoing basis.
- Continually evaluates and responds positively to the ongoing needs of Great River Greening to create a sustainable and healthy organization.

The Ideal Candidate

Great River Greening seeks a strategic leader to help guide the organization into its next phase of growth. With a passion for conservation and community engagement, the ideal candidate should have demonstrated success building relationships with program partners, funders, staff, volunteers, Board, and other key stakeholders; the ability to set the vision and drive growth for Great River Greening; and ideally has experience with the legislative process and navigating state funding streams.

While no one candidate will have all the criteria below, the ideal candidate will possess many of the following professional and personal abilities, attributes and experiences:

- Deep interest in conservation and the mission of Great River Greening. Previous leadership experience within and/or an existing knowledge of the conservation field is preferred. Keeps abreast of key trends and issues in the conservation space.
- Strong external relationship and partnership building skills, including strong revenue generating and fundraising experience securing funding from corporate, foundation and individual donors.
- Charismatic external presence with exceptional communication and community engagement skills.
- Effective strategic, big picture thinker with the ability to partner with a Board of Directors in setting and executing an organization's strategic plan, with a specific eye towards driving growth.
- Excellence in organizational leadership with the ability to attract, retain, develop and empower a high-quality staff and ensure an optimal organizational structure to deliver against the strategic, operational and financial plans.
- Financial management experience to include the ability to manage budgets and forecasting in ensuring the financial health of the organization.
- An understanding of legislative affairs and the ability to secure state funds.
- Ability to recruit, engage, nurture and motivate a large volunteer base.
- Develop, maintain, and support a strong Board of Directors. Have a solid appreciation for effective Board governance practices.

**For more information or to submit your credentials, please email info@cohentaylor.com
All inquiries will remain confidential.**

