

Position Title:

EXECUTIVE DIRECTOR
GREAT MOUNTAIN FOREST CORPORATION
Norfolk, CT
www.greatmountainforest.org



The Great Mountain Forest Corporation seeks a dynamic, creative Executive Director to build on a 100-year legacy of sustainable forestry and land management at Great Mountain Forest (GMF), the site of the largest conservation easement in southern New England.

Background

Great Mountain Forest encompasses more than 6,000 acres of contiguous forestland in northwest Connecticut. The land is owned and managed by The Great Mountain Forest Corporation, a not-for-profit 501(c)3 private operating foundation. It was established in 1962 by Edward and Elisabeth Childs to further their mission of promoting sustainable forestry and land management. In 2003, the land was permanently protected when development rights were sold under the Forest Legacy Program of the U.S. Forest Service.

Our mission is to educate about forests and forest management, and to engage in and support research and education about forests and other natural resources. Our primary resource is our dedicated staff, and our land, a unique working forest with a history of active management that dates to the early 20th century. GMF is widely recognized for its innovative forest management, the protection of unique natural areas, its support of education and research, and for providing public recreational opportunities in a spectacular landscape of forests and lakes.

Executive Director

The Executive Director serves as chief executive of Great Mountain Forest and, in partnership with the Board and staff, is responsible for the success of the organization. Together, the Board and Executive Director assure GMF's relevance to the community, the accomplishment of GMF's mission and vision, and the accountability of GMF to its diverse constituents. The Board delegates responsibility for management and day-to-day operations to the Executive Director, and s/he has the authority to carry out these responsibilities, in accordance with the direction and policies established by the Board. The Executive Director provides direction and enabling to the Board as it carries out its governance functions. The Executive Director must be a skilled manager, capable of directing, motivating, and developing staff while representing the organization externally. Skills and ease in communications and fund raising are also essential.

Current Program and Future Development

GMF's current program is focused on four main areas: (1) sustainable management of its working forests, (2) educational programs and outreach to local communities, (3) support for research on the property, and (4) managing public recreation on the property. Our programs are supported by an annual budget (2016-2017) of over \$700,000, made up of contributions

from private individuals, foundation grants, government grants, forestry sales, and proceeds from an endowment. The core challenge for the new Executive Director will be to build on this foundation and help the organization chart an aspirational and sustainable future for the mission and program. The board envisions the position to be part-time during an initial phase in which new directions and programs are identified.

Qualifications and Experience

- A Bachelor's Degree is required with a minimum 3 years of experience in a senior management position.
- As Executive Director, this individual demonstrates critical competencies in four broad categories: commitment to results, business savvy, leading change, and motivating.
 - **Commitment to results:** The Executive Director is a systems thinker who is customer focused and goal driven. This individual identifies relevant information and helps transform this information into individual and organizational knowledge and learning. The chief executive is action oriented and innovative. S/he translates broad goals into achievable steps. S/he anticipates and solves problems and takes advantage of opportunities, is a self-starter and team player.
 - **Business savvy:** As GMF's leader, this position requires an individual with knowledge of and experience in management and administration. The position requires demonstrated experience in integrating and coordinating diverse areas of management.
 - Knowledge in the following areas is required: human services, finance and personnel; oral and written communications; planning and evaluation; and governance.
 - Some experience in the field of philanthropy, not-for-profit management and governance, and community relations is preferred. Some general knowledge of fund development is also preferred.
 - A high level of personal skills is required to make formal, persuasive presentations to groups and to deal effectively with people from all segments of the community.
 - The individual must be comfortable with diversity and respectful of a wide range of faiths, beliefs and experiences.
 - **Leading change:** The chief executive possesses the skills and implements the functions of a leader. S/he shares GMF's values, mission and vision. S/he consistently displays integrity, models behavior, develops people, and builds teams. This individual deals effectively with demanding situations and designs and implements interventions.
 - **Motivating:** The chief executive manages continuity, change and transition. This individual knows how to influence and enable others. S/he addresses the impact of attitude and action on GMF staff and its participants.

TO APPLY

Send a resume and cover letter in confidence to:

Heather Thomson
Great Mountain Forest Corporation
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Materials should be submitted electronically in a Word document or PDF.

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