

The Kingsburg Coastal Conservancy is Hiring an Executive Director

December 2024

Are you an experienced leader with a strong interest in the environment and land conservation?

If so, the climate is right -- and the coast very clear -- for a unique career opportunity on the South Shore of Nova Scotia on the Kingsburg peninsula.

The Kingsburg Coastal Conservancy (KCC), a long-established land trust and conservation non-profit, is recruiting for its first full-time Executive Director to lead its next growth phase.

Currently stewarding some 436 acres of fragile coastal lands, marsh ecosystems, and forested areas, the KCC is looking for the right person to guide its community engagement and land stewardship activities in the context of accelerating climate change and coastline erosion.

Apply now: funding for the new position of Executive Director is secured for the first year along with strong connections with funding agencies, conservation groups and local government bodies.

Executive Director, The Kingsburg Coastal Conservancy

About us:

We are a private, volunteer-run, non-profit land trust committed to preserving headlands, forests, beaches and wetlands. We're focused on the Kingsburg Peninsula and its neighboring communities, though our influence and support extend well beyond. (<https://kccns.org/>).

The Position:

Together with our Board of Directors, you will lead activities in our local communities focused on the continued expansion of the KCC's 30-year efforts to protect the area's natural beauty and environment against uninformed development, while safeguarding public access to coastal lands.

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You will work with community volunteers and conservation experts in partner organizations to maintain and expand the KCC's stewardship capacity that both contributes to community wellbeing and supports a healthy environment. You will work with community partners on critical issues affecting local ecologies such as GHG reduction and providing community education to help mitigate the effects of extreme weather.

Your Responsibilities:

In collaboration with the KCC's board of Directors, you will:

- Develop strategic plans and policies in support of KCC's mission.
- Represent the organization to the community and seek out opportunities to collaborate with and support community-based organizations in the area.
- Develop and manage the organization's land conservation, stewardship and community access efforts.
- Oversee financial management, develop appropriate policies and procedures, and ensure compliance with legal and regulatory requirements.
- Hire and manage staff and volunteers, lead fundraising efforts and maintain relationships with funding partners and collaborating stakeholders such as Acadia First Nations, Municipality of the District of Lunenburg (MODL), Dalhousie University, Mersey Tobiatic Research Institute, SW Nova Biosphere, and seek out new relationships with other environmental organizations within the Southwest Nova/Kespukwitk area.

Terms of Engagement

- Remuneration competitive with local non-profit standards.
- One-year contract that's renewable and negotiable to find the best fit.

Required

- Proven work experience as a non-profit Executive Director or similar role in the land conservation/stewardship/environment arenas.
- A strong feeling of respect for the environment and commitment to KCC's mission.
- Ability to approach any and all challenges with an innovation mindset.
- A strategic approach to decision making at all levels of KCC's operations.
- Demonstrated ability to have impact and get individuals involved for the organization's success.

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Preferred

- Knowledge of the Kingsburg area and connections to it.
- Established network of conservation and funding relationships.

For more information: (902) 766-4193

To Apply:

Please submit your resume and cover letter to jpeacekccns@gmail.com with the subject line “**Executive Director Application**” – [insert your name]”.

We thank all applicants for their interest.

For internal use only:

Distribution strategy for the job opportunity

- Mailing to our collaborating partners, including MODL, the Priority Place network, other conservation organizations (Nature Trust, NCC, Ducks Unlimited, etc.)
- Post on the KCC website
- Mailing to KCC members and supporter base via Yapla platform
- Post to University and college hiring websites
- Create candidate score card

Launch and Hiring Process

- Board Approval of Post and Transition Plan official approval: by November 10
Post the position everywhere by November 15
- Screen and interview candidates <~1month> by December 31
- Negotiate contract details with candidate <~1 week>
- Signed contract/Start date: <February 1>