



LAND AND GARDEN PRESERVE

Organization: Mount Desert Land & Garden Preserve

Position: Chief Executive Officer

Reports to: Board of Directors

Location: Mount Desert, Maine

Our Vision

Serenity

Our Mission

The mission of the Mount Desert Land & Garden Preserve is to conserve and share the beauty of our historic lands and gardens.

About the Land & Garden Preserve

The Mount Desert Land & Garden Preserve (Preserve) is a 501(c)(3) public charity governed by a 21-member Board of Directors with ten program and administrative committees that include additional members of the community. Its current annual operating budget is just over \$3.8 Million, and its endowment is valued at just under \$100 Million. The Preserve stewards over 1,400 acres of historic natural lands and trails as well as three historic gardens. Current staff includes 62 full-time and part-time employees of which five are direct reports to the CEO. The Preserve can be visited year-round; peak attendance occurs from May to October when the gardens are open.

The Opportunity

The Land & Garden Preserve is a world-class lands and gardens organization. The Preserve's 1,400 acres of natural lands and trails and three historic gardens are located on Mount Desert Island, Maine between Seal Harbor and Northeast Harbor abutting Acadia National Park. The Preserve's mission and program delivery are focused on the constant competing demands of sharing and preserving these lands and gardens.

Between 2015 to 2018, the Preserve underwent an extensive, transformative expansion and integration that included significant growth of the staff from 15 to 45 and commensurate growth of the annual operating budget of just under \$1 Million to \$3 Million. This expansion also included the addition of over 1,000 acres of natural lands and one garden to the Preserve's programming and stewardship. With this transformation, and thanks to generous gifts from key donors, the Preserve's endowment has increased significantly to just under \$100 Million today. In recent years, the organization has undergone a thorough master planning process called "The Framework" and has just recently finalized a new Strategic Plan.

The Preserve is seeking a dynamic leader to implement its Framework plan and protect and steward current assets in an environmentally and aesthetically sensitive manner. The next CEO must be a strategic thinker, effective manager, dynamic communicator, and successful fundraiser. One of the most important challenges, and opportunities, to be addressed under the CEO's leadership is managing a growing number of visitors. In addition, while all three gardens share interconnected histories with each other as well as with Mount Desert Island and Acadia National Park, each garden is guided by its own unique set of values, character, aesthetics, and ecology.

The Position

Reporting to the Board of Directors, the Chief Executive Officer (CEO) is responsible for the executive leadership and day-to-day management of the Preserve. The CEO leads the Preserve in its mission to conserve and share the beauty of its historic lands and gardens. The CEO works closely with the Board of Directors and is responsible for implementing all policies set by the Board; serves as ex-officio member of all standing committees of the Board; represents the organization locally as well as nationally; and oversees all property and resource management.

The CEO is responsible for developing and presenting the annual operating budget; leading, hiring and evaluating staff; assists with the cultivation and solicitation of gifts and grants from individuals, foundations, and public funding sources; overseeing development of gardens, lands and trails in order to ensure the highest quality visitor experiences; and assures all Board policies as well as laws and regulations applicable to the Preserve as a nonprofit corporation are fully met.

Candidate Profile

We seek an experienced leader who can demonstrate a successful career of moving organizations forward in pursuit of their mission through strategic planning, leading and nurturing teams, and building deep relationships in the community. This individual will have a high level of passion, energy, and commitment to the stewardship of lands and horticulture.

Of utmost importance is a leader who has the ability to engage board, staff, volunteers and donors, all while keeping the organization's mission, vision and values at the forefront. Experience working in an inherently seasonal community is not required but is beneficial.

The ideal candidate will have significant nonprofit experience in the creation and implementation of strategic missions and plans, ideally in public horticulture, botany or land conservation and management. We seek a candidate who has a proven fundraising track record of obtaining major gifts, foundation grants and/or annual contributions.

The ideal candidate will be an active listener with a proven ability to empower and support professional staff and volunteers. Excellent communication, both written and verbal, is essential. A proven track record of accountability and decision making is required.

The Preserve is a world-class organization that engages with horticultural and land conservation communities nationally but is also a decidedly local organization. As such, experience in handling complex and nuanced conversations, proven relationship building, and public speaking are highly desired. Business acumen and the ability to manage large and complex projects and budgets are required.

An expression of a candidate's readiness, ability, and desire to live and work year-round on Mount Desert Island, Maine, is expected.

A bachelor's degree from an accredited college or university is required; a master's degree is preferred. Affiliation with local, state, and national professional or trade associations related to the Preserve's mission would be a plus.

To Apply

Interested candidates should submit the following on or before 5:00 P.M. E.S.T. February 2, 2024, to apply for the position: (i.) letter of interest and introduction including qualifications for the position; and (ii.) professional resume. Applications for the position should be addressed to the Search Committee, Attn: Sam McGee, Chair and are being received electronically at CEOsearch@gardenpreserve.org. For more information about the organization, please visit www.gardenpreserve.org.



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CEO Job Description

The Chief Executive Officer (CEO) of the Land & Garden Preserve leads the Preserve in its mission to conserve and share the beauty of our historic lands and gardens. The CEO works closely with the Board of Directors and is responsible for implementing all policies set by the Board; serves as ex-officio member of all standing committees of the Board; represents the organization locally as well as nationally; and oversees all property and resource management.

Location: Northeast Harbor and Seal Harbor, Maine

Core job functions:

- 1. Administrative functions: helps to develop and present the annual operating budget; hires, directs, and evaluates staff; assists with the cultivation and solicitation of gifts and grants from individuals, foundations, and public funding sources; oversees programming of gardens, lands, and trails in order to ensure the highest quality visitor experience; and assures that all Board policies as well as laws and regulations applicable to the Preserve as a nonprofit corporation are fully met.**
- 2. Reflects and represents the mission, vision, and core values of the Preserve to the Mount Desert Island (MDI) community including residents, tourists, and MDI nonprofit organizations and to the broader horticultural and land conservation community in Maine and the United States.**
- 3. Supports the Preserve's Board of Directors and various committees in performing their duties and responsibilities; works professionally and creatively in a manner that entices prospective volunteers to become involved and encourages current volunteers to remain engaged and active.**
- 4. Provides leadership, supervision, and management support to all staff in a manner that inspires organizational synergy, a high level of job satisfaction, job performance that exceeds expectations, and fosters a creative workplace where innovation is encouraged and used to solve problems.**
- 5. Facilitates the implementation of all strategic and master planning efforts. Works with the Board, program committees and staff to ensure strategic priorities are being achieved and the whole organization is working from a shared strategy.**

Job requirements:

- Communicates effectively with a wide variety of people: Board and committee members, staff, donors, neighbors, stakeholders, and the local and national communities.**
- Possesses demonstrated interest in horticulture, botany, land conservation and stewardship.**
- Leads, embraces, and manages organizational infrastructure and culture; ensures accountability.**
- Thinks strategically and develops plans to implement strategic initiatives.**
- A self-starter; continually seeks ways to learn and improve personally and professionally and is results oriented.**