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# Position Specification

President and Chief Executive Officer  
The Nature Conservancy

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## President and CEO/The Nature Conservancy

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### Our Client

The Nature Conservancy has become the world's largest environmental organization through an effective combination of grassroots support, commitment to science-based decision-making, and a practical, results-driven approach to conservation. Since 1951, the Conservancy has built a strong base in the United States working in every state and nearly every county in the country. For the past ten years, the organization has embarked on a dramatic expansion of its program both outside of the U.S. and in cross-cutting strategies. Today, the organization works in 32 countries around the world deploying 20% of its staff outside of the U.S. It also supports a growing strategies division working to mitigate climate change, unsustainable marine and forest practices, and other challenges to its mission of protecting natural communities. At the same time, the Conservancy has recognized the vital role that conservation can play in improving the human condition and continues to support programs and practices that link the health of natural communities to the well-being of human communities.

The organization's continued expansion globally and in cross-cutting strategies has been recently articulated in the "Campaign for a Sustainable Planet", an ambitious effort to protect 10% of every habitat on Earth by the year 2015. One of the distinguishing characteristics of the Conservancy is its commitment to representative biodiversity which calls for land and water protection on all continents and across the five major habitat types: grasslands, freshwater, forests, aridlands and marine. The Campaign represents this conservation vision and is designed in two phases. The first phase, which launched this past October, is set for three years and is designed to deploy \$1 billion in 55 key projects around the world. The second phase of five years coincides with the year 2015 and will have an even more ambitious conservation and fundraising goal yet to be formulated.

Today, the Conservancy is ranked as the 18th largest charity in the United States, has 3,600 employees, a \$400 million annual operating budget and nearly 1 million members. A successful campaign will double the organization's size by the year 2015 making it a formidable force for conservation worldwide.

The Nature Conservancy now seeks a President and Chief Executive Officer to lead the organization toward its 2015 Goal, its continued expansion around the globe, and its role in creating a sustainable planet.

### The Role

Reporting to and working with the Board of Directors, the President and CEO has responsibility and is accountable for managing the strategic, programmatic, and financial operations of the organization. The President and CEO will:

- Communicate TNC's mission to wide audiences of stakeholders and inspire and motivate its constituencies to achieve the ambitious 2015 goal;
- Lead the organization in prioritizing, implementing and measuring the conservation work necessary to achieve the goal, which will include expanding TNC's footprint globally while continuing to support and promote domestic programs;
- Drive an ambitious multi-billion dollar capital campaign at a global scale;
- Provide intellectual leadership and foster an environment of creativity and innovation;

- Galvanize the potential of a decentralized organization with its highly capable staff and significant volunteer resources, and;
- Ensure that all activities and programs meet the highest standards of ethics and transparency and are aligned with TNC's values.

### **Candidate Profile**

The Nature Conservancy is seeking a leader of unquestioned operational excellence, intellectual breadth, convening power, and practical experience with the non-profit, government and business sectors. The successful candidate will be skilled in managing a large, decentralized organization. S/he will have experience working closely with a board, staff, associates and other constituents to achieve ambitious goals in a fiscally responsible manner. S/he will have outstanding communication skills, both written and verbal, and the ability to represent TNC effectively with a diversity of audiences. S/he will have a demonstrated commitment to conservation.

The successful candidate will listen to and learn from key stakeholders inside and outside TNC, and lead in a manner that fosters creativity and innovation. S/he will have the capacity to build constructive dialogue and collaboration among people and across organizational structures, while honoring the history of, and respecting and promoting the culture and values of, The Nature Conservancy.

The candidate will be globally literate so as to work effectively in a diversity of countries and cultures to build effective partnerships, raise funds and further global conservation. S/he will bring a sophisticated understanding of U.S. and international affairs and policy environments. Thus the successful candidate will possess the ability to gain the confidence of governments, international NGOs, business leaders, and funders, and the ability to attract the best global talent to TNC. S/he will be willing to travel extensively to represent the Conservancy.

*Specific competencies include:*

**Leadership Style:** The successful candidate will demonstrate the “partner-like” leadership necessary to be effective in an organization of highly motivated professionals with a diverse set of skills and perspectives. S/he will foster a culture of engagement and empowerment, convening and leading diverse constituencies from across the organization to achieve excellence. S/he will encourage transparency, openness and mutual respect. The candidate will have the ability to set priorities decisively, delegate responsibilities, assure accountability and allocate resources to ensure results.

**Interpersonal Skills:** The successful candidate will have the interpersonal skills and intellect needed to recruit, retain, motivate, and inspire professional staff, volunteers, current and prospective donors, members, and partners. S/he will be an active listener, demonstrate respect for others and, in turn, gain their respect. The candidate will be able to develop positive and productive relationships, decisively build consensus, and engage people and institutions towards achieving global conservation goals.

**Communication and Fundraising Skills:** S/he will be an inspiring communicator who can articulate The Nature Conservancy's vision and direction to a wide audience as well as being effective one-on-one. S/he will have the ability to connect with and secure results from world leaders, government policy makers, corporate leaders, partners, scientists, other NGOs, donors, Trustees and staff. S/he will have a demonstrated ability to fundraise effectively on a global scale.

**Setting Strategy:** The successful candidate will have a demonstrated record of setting priorities and leading organizations to success. S/he will be a strategic thinker who will work with the Conservancy's senior leadership team to establish plans and methods to reach the 2015 goal and beyond. S/he will be capable of working with others to develop differentiated strategies with differentiated approaches so as to address disparate audiences, cultures, and global contexts.

**Passion and Shared Values:** The successful candidate will have a passion for conservation and exemplify The Nature Conservancy's core values of integrity beyond reproach; respect for people, communities and cultures; commitment to diversity; "One Conservancy" (organizational unity); and tangible lasting results at scale.

### **Compensation**

Compensation for this opportunity has been designed to attract a leader of significant accomplishment.

For more information about this organization, please visit <http://www.nature.org/>

### **Contact**

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