

Position Summary

Executive Director



DLC

DAVIDSON
LANDS
CONSERVANCY

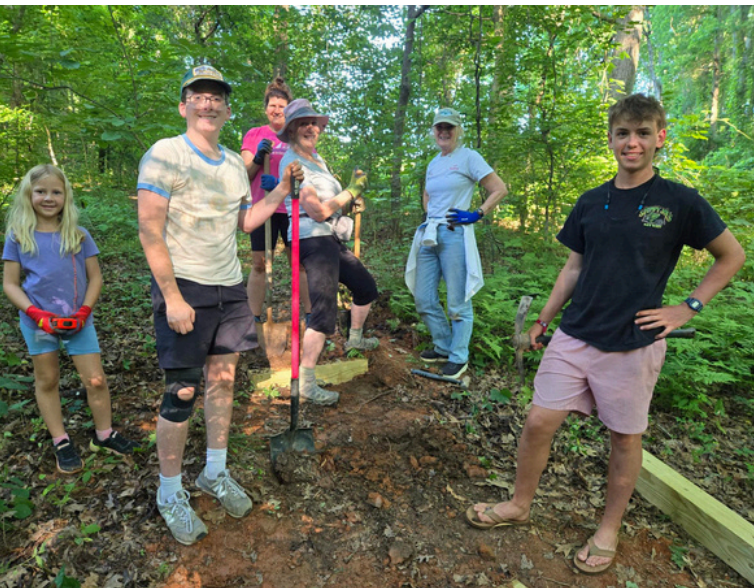
Davidson, North Carolina

AN OPPORTUNITY TO LEAD

Davidson Lands Conservancy (DLC) seeks a full-time Executive Director to continue the organization's strong record of accomplishment and guide future growth. DLC's next Executive Director will benefit from an established organization led by a strong Board of committed community members and powered by scores of other volunteers. The ED will share and focus their passion for conserving land and preserving the natural environment, and relish life in a historic, academic town populated by involved, energetic residents.

HOW TO APPLY

The search committee will begin reviewing applications immediately with the intention of filling the position as soon as possible. Submit your resumé, cover letter, and contact information for three references to [dlc@davidsonlands.org](mailto:dlc@ davidsonlands.org). Within your cover letter or resumé, please describe your qualifications related to the Position Summary and Qualifications. Direct any additional questions to dlc@davidsonlands.org.



OUR MISSION

DLC is a nationally accredited land trust that has served the greater Davidson area for 26 years. **Our mission is to protect local land and water, connect lives to nature, and promote stewardship of natural resources.** We advance our mission by permanently protecting and stewarding local land and water; enhancing wildlife habitat and tree canopy; improving parks, trails and greenways; and providing educational and service experiences to connect people with nature.

DLC has protected more than 700 acres in our region, stewards over 800 acres and is working to conserve another 1,000 acres. Despite rapid land consumption and development, DLC has more conservation projects in the pipeline than ever before in our 26-year history. In addition, the organization recently exceeded our Capital Campaign goal of raising \$1.75M and continues to expand programming and increase membership.



[View our 2026-2028 Strategic Plan](#)



COMPENSATION

The annual salary range, \$70,000 to \$90,000, is based on information from the Land Trust Alliance salary survey for land trusts of a comparable size and will be commensurate with experience. DLC can offer medical and personal leave benefits as part of the employment compensation.

STATEMENT OF NON-DISCRIMINATION

DLC does not discriminate in employment opportunities or practices on the basis of gender, race, color, religion, sexual orientation, national origin, age, or any other characteristic protected by law. In accordance with our DLC Values we give equal employment and advancement opportunities to all people. We make employment decisions based on each person's performance, qualifications, and abilities.



KEY RESPONSIBILITIES & OUTCOMES FOR THE EXECUTIVE DIRECTOR

- Provide leadership in outreach and land conservation, protecting wildlife habitat, and continued development and stewardship of trails and greenways
- Oversee operational, financial, and organizational development to accomplish DLC's mission in accordance with board-adopted policies and plans
- Continue and build upon strong relationships with constituents including landowners, donors and funders, the media, other conservation organizations, Davidson College, community groups, as well as the Town of Davidson and other government agencies
- Secure sufficient funding to accomplish DLC's mission and projects from various funding sources: annual giving and major gifts, corporations, Run for Green (DLC's annual fundraiser), foundations, and government grants
- Oversee stewardship of conserved properties
- Increase the public awareness of DLC, including its accomplishments, goals, and expertise
- Maintain collegial and positive working relationships with the Board of Directors, the staff, and outside professional advisors and contractors such as attorneys, appraisers, and accountants
- Manage all staff, volunteers, and contract employees to ensure a well-run and efficient organization. Current staff includes two full time (including ED) and one part time employee.

QUALIFICATIONS

The candidate will possess a bachelor's degree in a relevant field such as natural resource planning or management, law, business, sustainability, biological sciences, geography, or real estate.

A successful candidate will demonstrate:

- A demonstrated interest in land and natural resource conservation
- A self starter with business acumen, an entrepreneurial spirit, and ability to solve problems
- Proven collaborative leadership abilities with staff, volunteers, and community at-large
- Excellent communication skills
- A strong work ethic
- Board experience
- Five or more years of progressive leadership and management experience

Attributes beneficial to candidates include:

- Technical knowledge of ecology, environment, conservation and natural resource management or restoration
- Real estate transactional experience (such as conservation easements, fee acquisitions, and management agreements)
- Work experience with government agencies and private landowners
- Leadership or management experience with land trusts or non-profits
- Non-profit fundraising experience and a work history that includes generating revenue through a variety of fundraising strategies including individual and corporate giving, government funding, foundation grants, and planned giving

Physical Requirements:

- Independently traverse a variety of natural landscapes, including hills, woods, streams and other natural features
- Be licensed and able to drive an automobile

