



OUTREACH AND ENGAGEMENT DIRECTOR

Job Posting – October 2023

Houston Audubon seeks a dynamic and engaging leader to oversee, direct, and manage our efforts to engage communities and individuals of diverse backgrounds, perspectives, and experiences in meaningful experiences that fuel a greater understanding and appreciation for nature and advancing bird conservation.

About Houston Audubon

Houston Audubon is a leading regional nonprofit and accredited land trust focused on protecting the natural environment for birds and people in the Houston Gulf Coast area. Our commitment to excellence in land conservation, environmental education, community engagement, and science is foundational to advancing the conservation of birds and their habitats and improving our community for people and other wildlife. We own and manage more than 4,100 acres of habitat, including 17 nature sanctuaries that serve as community assets, venues for quality education and recreation experiences, and collaborative research opportunities.

Position Overview

The Outreach and Engagement Director is a new role dedicated to building a vibrant, inclusive birding community that reflects the full diversity of our region and that is engaged in improving our natural spaces for birds, people, and other wildlife. The position, which leads a department of three staff members, will oversee efforts to engage the broader public with nature, including developing and implementing programs to serve marginalized populations and overseeing volunteer-led birding and naturalist opportunities. The successful candidate will provide leadership, vision, and strategy development for community engagement that is grounded in building partnerships and equalizing access to nature and bird conservation.

Annual Salary	\$70,000-\$80,000 DOQ
Hours per Week	40
Workplace	HAS Headquarters: 440 Wilchester Blvd, Houston, TX 77079
Flexible Work Options	Yes
Benefits	<ul style="list-style-type: none">• Medical Insurance: 75% of premiums for medical and dental plans• Life Insurance• 401(k) up to 3.5% match• Competitive vacation and sick leave
Position Reports To:	President & CEO

Essential Duties and Responsibilities:

- Develop and implement strategies to connect communities to Houston Audubon and the organization's mission of bird conservation, including developing inclusive programming, events, and volunteer opportunities
- Advance Houston Audubon's equity, diversity, inclusion, and belonging goals; grow and diversify our network; and address barriers that have historically made natural spaces inaccessible to specific communities.
- Build a network of community partners by cultivating and maintaining relationships with community leaders, elected officials, business leaders, and other NGOs that may have a connection to advancing conservation and biodiversity at the community level.
- Oversee the implementation of Houston Audubon's Bird-Friendly Communities programs (including but not limited to Bird-Friendly Spaces, Lights Out for Birds, Plastic-Free July, Cats Indoors, and other initiatives), and develop strategies for growth and engagement.
- Manage the planning and execution of community outreach events, including Houston Bird Week, special events, workshops, speaking engagements, and attendance at relevant community meetings.
- Collaborate with all departments to promote Houston Audubon's outreach efforts, including co-creating a strategic outreach/communications plan to increase visibility and reach.
- Provide leadership, management, support, and mentorship to a team of 2-3 skilled and dedicated full-time staff.
- Participate in and coordinate with relevant board committees, including the Education Committee and the DEIB Committee, supporting efforts to inform the board of outreach, impact, needs, and mission alignment.
- Plan and manage department budget; and develop, track, and report on outreach metrics to measure progress.
- Promote an organizational culture and structure that fosters cooperation, respectful communication, inclusive leadership, and effective teamwork-- exhibited through an ability to collaborate with others and to incorporate new and differing perspectives in decision-making.

Qualifications and Experience:

- B.A./B.S. in a related field and 5+ years of program experience with 1-2 years serving in a supervisory role
- Demonstrated experience in partnership development with community groups, non-profit partners, and/or government agencies.
- Demonstrated leadership experience in a supervisory role for a minimum of 1-2 years, including motivating, leading, setting goals, and managing performance.
- Experience working with people in varied and diverse communities.

- Awareness and experience in conservation, environmental, and/or social justice-related work.
- Comfort with public speaking and excellent presentation, interpersonal, and social skills with a positive outlook.
- Strong team player who can build relationships and work collaboratively across the organization and with program partners.
- Experience with budget development and management.
- Experience and commitment to working across differences such as race, culture, disabilities, socio-economic class, and language.
- Ability to occasionally work after-hours and weekends.
- Experience using applications such as Microsoft Office: Word, Excel, Teams, and Outlook.

Preferred skills and experience:

- Experience working with communities, local governments, and/or nonprofits in the Greater Houston-Galveston region.
- Fluency in Spanish.
- Awareness of the cultural, socioeconomic, and environmental landscape of the greater Houston region.

How to apply:

To apply, send a resume via email to: hdrummond@houstonaudubon.org

Houston Audubon is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. We are committed to fostering and nurturing an organizational culture of equity, diversity, and inclusion within our workplace and sanctuaries, and in our work in the community. We believe that the rich blend of ideas, perspectives, and viewpoints that come with diversity are essential to our long-term success. Our values and actions reflect our commitment to diversity and inclusion of all as reflected in our hiring practices, team interaction, and outreach and engagement at large.