



# Conservation Director

Job Posting – November 2023  
open until filled

Houston Audubon is seeking a seasoned and accomplished conservation professional to lead and advance our conservation agenda in the Houston Gulf Coast region. The successful candidate will leverage the strengths of the entire organization and collaborating partners to integrate full life cycle conservation considerations of specific species; improve urban spaces for birds and other wildlife; and oversee policy, community science, and applied research initiatives. The ideal candidate will have interdisciplinary skills in the fields of wildlife conservation, biodiversity science, human dynamics in conservation, and policy; have experience building partnerships and collaborating on joint initiatives; and is an adaptive communicator.

## 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 Conservation Director leads the development, implementation, and tracking of conservation strategies, policy actions, and monitoring efforts that advance the protection of birds and other wildlife in the Houston Gulf Coast region. The director creates and leads effective partnerships and alliances to accomplish common conservation goals and further integrate Houston Audubon's activities with those of the broader conservation community to increase our collective impact.

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| <b>Annual Salary</b>         | <b>\$70,000-\$90,000 DOQ</b>  |
| <b>Hours per Week</b>        | 40  |
| <b>Workplace</b>             | HAS Headquarters:<br>440 Wilchester Blvd, Houston, TX 77079   |
| <b>Flexible Work Options</b> | Yes   |
| <b>Benefits</b>              | <ul style="list-style-type: none"><li>• Medical Insurance: 75% of premiums for medical and dental plans</li><li>• Life Insurance</li><li>• 401(k) up to 3.5% match</li><li>• Competitive vacation and sick leave</li><li>• Stipend for relocation</li></ul> |
| <b>Position Reports To:</b>  | President & CEO   |

### **Essential Duties and Responsibilities:**

- Provide strategic leadership and support for Houston Audubon's conservation work, which includes strategies to improve urban spaces to protect birds, to conserve healthy lands and waters in support of avian species, and to advance a greater understanding of the importance of birds in our region.
- Develop and implement strategic and annual work plans for conservation through effective leadership, coordination, and management of staff and other resources. Provide guidance to evaluate and monitor impact and metrics.
- Provide guidance and expertise on bird conservation-related policy and advocacy issues, including public comments on proposed legislation and environmental review of development projects impacting birds.
- Provide leadership, management, support, and mentorship to a team of 2-3 skilled and dedicated staff.
- Establish and maintain professional collaborations with academic, agency, and NGO colleagues to advance conservation and research initiatives.
- Assist in development of community science and education initiatives to engage stakeholders in Houston Audubon's Bird Friendly Communities program and other conservation activities necessary to achieve conservation goals.
- Contribute to staff training and participate in bird walks and other programs in support of Houston Audubon sanctuaries, philanthropy and membership, and other essential functional areas.
- Communicate Houston Audubon's conservation priorities and achievements internally and externally through presentations, conferences, articles, scientific papers, and social media, among other means. In coordination with Communications team, respond to media requests about birds and conservation issues.
- 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:**

- Advanced degree in wildlife biology, conservation science, avian ecology, natural resource management, or a related field. Additional years of relevant experience may be substituted for the advanced degree.

- At least 7 years of experience in wildlife conservation planning, management and monitoring, or other wildlife conservation related work, including supervisory experience.
- Demonstrated experience and understanding of the role science plays in policy development and conservation of wildlife and natural resources
- Ability and enthusiasm for leading nature walks and trips in varied conditions.
- Proven ability to work effectively with a wide range of people, including other scientists, government officials, business representatives, landowners, volunteers, and colleagues
- Knowledge of avifauna of the Gulf and East coast areas
- Demonstrated leadership experience in a supervisory role for a minimum of 1-2 years, including motivating, leading, setting goals, and managing performance.
- Committed to diversity, equity, inclusion, and justice in team-building and community engagement
- Demonstrated ability to design and implement on-the-ground bird conservation programs
- Excellent written and oral communication skills including ability to speak to and write for specialist and general audiences, media, and policy-makers.
- Excellent presentation, interpersonal, and social skills with a positive outlook
- Ability to work outdoors, in all weather conditions and on varying terrain

**How to apply:**

To apply, send resume via email to: [hdrummond@houstonaudubon.org](mailto: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.