



CENTER FOR PLANT CONSERVATION

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Rachel Sadowski

PRESIDENT AND CHIEF EXECUTIVE OFFICER

The President and Chief Executive Officer leads the Center for Plant Conservation's operations and strategic initiatives to create significant, wide-ranging impact on rare plant conservation and environmental resiliency.

Organization Background

CPC Mission

CPC safeguards rare plants by advancing science-based conservation practices, connecting and empowering plant conservationists, and inspiring all to protect biodiversity for future generations.

The Center for Plant Conservation (CPC) is a one-of-a-kind network that unites leading plant conservation professionals from botanical gardens, arboretums, and other plant- and conservation-focused organizations to work collaboratively to save imperiled plants throughout their native range in the United States and internationally.

CPC's headquarters is located at the San Diego Zoo Safari Park in Escondido, California, and is operated in partnership with the San Diego Zoo Wildlife Alliance, a CPC Participating Institution. It has a staff of five, an annual operating budget of over \$1.7 million, and works in close collaboration with a network of more than 70 conservation partners.

CPC Participating Institutions maintain the CPC National Collection of Endangered Plants, one of the world's foremost living-plant conservation collections. By working to collect and manage living seeds, plants, and tissue from imperiled plants, CPC helps secure these species and advances research to understand threats to them and to identify methods to further preserve and protect them for future generations. CPC's website, publications, and other resources serve to position it as a leading voice in the global practice of conservation of plants and ecosystems.

CPC brings like-minded groups together to solve problems using relevant solutions to create the greatest impact. Far greater than the sum of its parts, the CPC network of conservation partners saves more plant species together than would ever be possible by any one organization. Through the timely sharing of information, data, and expertise, CPC facilitates a community of practice where many of the world's plant conservation experts can regularly convene to discuss and apply best practices that result in far greater numbers of plants safeguarded from extinction and reintroduced into the wild. Moreover, by working alongside its diverse conservation members, CPC's impact stretches beyond rare plants to secure sustainable ecosystems globally for plants, animals, and people. CPC's strong network of partners ensures all Participating Institutions have access to the best methods and up-to-date technologies to save plants.

How CPC Saves Plants



Together, CPC works collaboratively to continually **advance** the science of saving rare plant species.



CPC **applies** this science to save imperiled plant species, reintroduce them into the wild, and support practices that secure environmental resiliency for future generations.



CPC **advocates** on behalf of collective efforts to save plants and promote the value of plants to humankind.



Position Overview and Responsibilities

The Center for Plant Conservation seeks a visionary leader to move the organization forward in its mission to conserve rare plants and support global environmental resiliency. Working collaboratively with an engaged Board of Trustees, the President and CEO is responsible for stewarding the organization's ongoing operations, its long-term strategy, and financial security. Leading a dedicated team of staff, the President serves as the voice and face of the organization, frequently communicating with both public and scientific audiences. CPC's leader oversees the development of CPC programs and maintains strong, mutually reinforcing relationships with a dynamic, cohesive network of partner institutions whose research and initiatives form the foundation of CPC's work.

Focus Area

Organizational Leadership, Strategy, and Management

- Advance the CPC mission to expand and maintain the National Collection of Endangered Plants in North America, promote science-based conservation practices, connect and empower plant conservationists globally, and inspire all to protect biodiversity for future generations.
- Provide leadership and hold responsibility for overall operations, programming, fiscal stewardship, revenue growth, and financial sustainability.
- Develop a strategic vision and plan for the organization in partnership with the Board of Trustees and leadership staff.
- Guide CPC through its next phase of organizational transformation and strategic growth.
- Respond to CPC's evolving needs, objectives, and opportunities to ensure consistent organizational effectiveness in close coordination with partner institutions.



Staff Leadership

- Lead, support, and develop a cohesive team.
- Attract and retain high-caliber staff as needed to support the organization's work.
- Develop and implement an annual staff evaluation process to assess each staff member's performance, impact, and compensation.
- Advance equity, diversity, and inclusion throughout CPC's organizational governance, operations, culture, and staffing.
- Maintain cohesive, innovative collaborations throughout the CPC network of Participating Institutions and with the San Diego Zoo Wildlife Alliance and its global conservation initiatives.

Board Relations

- Work effectively and collaboratively with the Board of Trustees on organizational governance and strategy, program development, and fundraising.
- Support and maintain positive, collaborative relationships between staff and the Board of Trustees.
- Steward the Board to define and identify appropriate engagement opportunities and accomplish objectives collaboratively with organizational staff.





Financial Management and Fundraising

- Guide fundraising efforts, cultivate and maintain relationships with senior donors, and build organizational capacity for development activities.
- Secure, maintain, and expand funding from state and federal agencies and other public granting institutions, including writing or overseeing grant proposals and administering grants.
- Explore and expand opportunities for private funding support, including from individuals, corporations, foundations, and capital campaigns.
- Coordinate, develop, and monitor the organization's budget and revenue streams, balancing short-term program goals and long-term resources to broaden and deepen CPC's impact.
- Oversee all financial decisions.
- Ensure production of financial reporting and annual financial audits.

Program Oversight

- Steer the organization's programmatic direction in accordance with CPC's mission and strategic direction.
- Oversee program development, planning, budgeting, and execution, including grant writing, staff execution of grant commitments, and offering in-kind participation.
- Assist in the instigation or development of Board-driven programmatic initiatives.

Communications and Outreach

- Raise CPC's visibility and promote awareness and support for its mission.
- Speak articulately and passionately about the science of conservation and the imperative for rare plant conservation.
- Oversee public and media relations.
- Participate in producing outreach collateral, including the newsletter, social media, and website content.
- Present at conferences, symposia, and trainings; serve as a thought leader among peers in the nonprofit, conservation, and botanical fields.

Relationship Building, Collaboration, and Network Management

- Manage and grow effective collaborative relationships with institutional and individual conservation partners and volunteers.
- Respond to Partner Institutions' priorities, views, and concerns and support their interests and needs through the work of CPC.
- Cultivate strong relationships with government agencies to share information, foster trust and credibility, and secure grant support.



Desired Experience and Competencies



Center for Plant Conservation

The ideal President and CEO will have an extensive background in nonprofit management, including responsible operational and financial oversight, a successful fundraising track record, and an innovative approach to programming. They must be motivated by a clear and driving passion for conservation, whether in botany or a related field.

Qualified candidates should be scientifically knowledgeable about conservation and must be able to inspire others to understand its value. A scientific or research background, including a master's degree or Ph.D., especially in botany, horticulture, biological sciences, or a conservation-related field, is desirable.

Strong interpersonal skills are essential, including staff leadership, cohesion, and development, a diplomatic approach to collaborating with the Board, and the ability to maintain strong relationships with partner institutions. The successful candidate will be a visionary leader with the ability to chart a strategic path forward while simultaneously providing deep attention to detail necessary for the organization's success.

DESIRED EXPERIENCE AND COMPETENCIES



Management and Strategic Vision

- Extensive nonprofit management experience in positions of increasing responsibility and authority.
- Deep commitment to the mission of CPC and the conservation of the natural world.
- Experience managing large, complex projects or initiatives with multiple stakeholders.
- Experience guiding and managing an organization through periods of change.
- A mind for objective, data-driven decisions; quantitative and qualitative decision-making skills.



Leadership and Collaboration

- Proven leadership skills and the ability to inspire and motivate others.
- Demonstrated staff leadership and development experience, especially working with a small team to accomplish operational and program outcomes.
- Experience working collaboratively with a large group of engaged Board members.
- Demonstrated network building and partnership engagement expertise and a collaborative approach.
- Able to maintain and engage a wide network of partners and stakeholders, delivering clear communication and working to build cohesion.
- Embrace, support, and demonstrate a commitment to advancing diversity, equity, and inclusion.

DESIRED EXPERIENCE AND COMPETENCIES



Operational Oversight

- Skilled in organizational development, administration, and personnel management.
- Capable project manager with careful attention to detail and follow-through.
- Excellent oral and written communication skills and comfort with public speaking.
- Experience managing a complex budget with multiple funding sources and grant obligations.
- Demonstrated record of success fundraising from both private and public sources, including donor cultivation, grant writing, and public agency partnerships.



Interpersonal Skills and Personality

- A confident leadership presence and comfort making decisions and maintaining strong convictions while remaining open to the ideas of others.
- High ethics, integrity, sound professional judgment, and the ability to maintain confidentiality with tact and discretion.
- A personal and professional approach that is positive, optimistic, personable, charismatic, and transparent.
- Humble, empathetic, diplomatic, and inclusive of various perspectives; able to resolve conflicts and find common ground.
- Able to actively listen to and acknowledge stakeholder viewpoints and support their engagement while maintaining a strong sense of vision and strategic direction for the organization.
- Adaptable and flexible in the face of changing conditions; tolerance for adversity and uncertainty.

Compensation

A competitive compensation package, including a comprehensive benefits package, will be offered based on experience. The expected annual salary range for this position is \$170,000–\$190,000. Relocation assistance will be offered if necessary.



Location

CPC's headquarters is located at the San Diego Zoo Safari Park in Escondido, California, operated by the San Diego Zoo Wildlife Alliance, a CPC Participating Institution. Periodic remote work is possible. Regular travel is expected.



To Apply

Interested candidates should apply by August 1, 2022, for priority consideration. Please visit <https://potrerogroup.com/executive-search/center-plant-conservation-chief-executive-officer> and select "Apply." Applications should include a resume and a cover letter describing your qualifications that match the position criteria and what you will bring to the role.



Start Date

Late Fall 2022



ADDITIONAL INFORMATION

More information on CPC can be found at:

<https://saveplants.org/>

**For additional
information regarding
this opportunity,
please contact:**

Andrew Leider

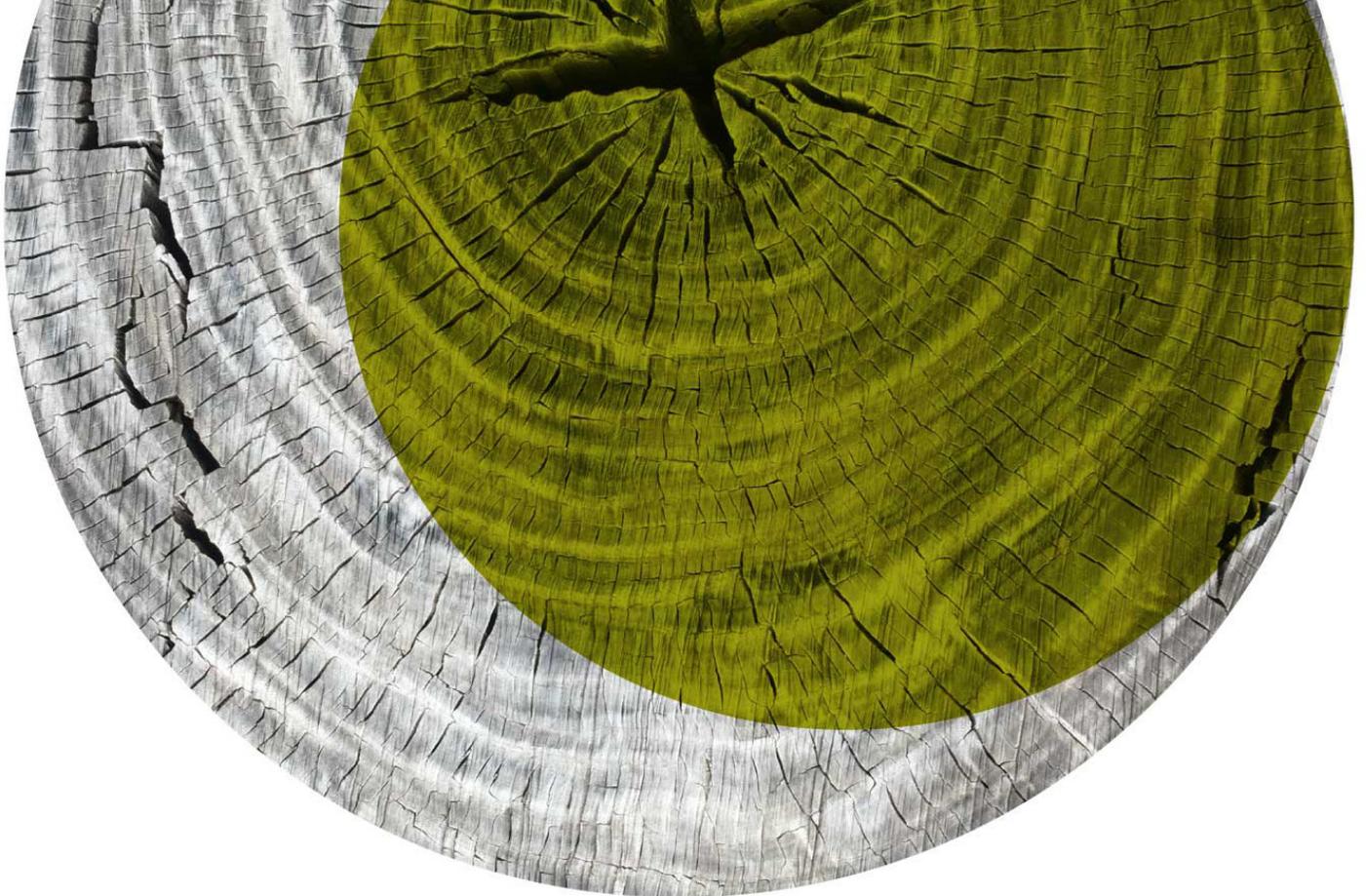
Managing Director, Potrero Group
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CPC is an Equal Opportunity Employer.

At the Center for Plant Conservation, we recognize that our effectiveness is enhanced when equity and inclusiveness are practiced and protected throughout our organizational governance, operations, culture, and staffing.

CPC is committed to building a diverse community that is inclusive of people from all backgrounds. CPC does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, genetic information, disability unrelated to job requirements, or veteran status.



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Potrero Group is honored to coordinate this search on behalf of CPC. Supporting a world-class conservation organization is in perfect alignment with Potrero Group's commitment to providing rigorous strategy and business planning, organizational effectiveness, and nuanced search services to mission-driven organizations. Potrero Group supports innovative leaders and organizations making a difference in the world. We are committed to equitable and inclusive practices in all of our work.

To join our mailing list and be notified of future opportunities, please visit

www.PotreroGroup.com