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## Chief Executive Officer

The Land Trust of Napa County seeks a dynamic, experienced leader to steward an established, successful organization as it continues to protect Napa's extraordinary landscapes, ensures the perpetual care of protected lands, and connects a strong network of partnerships for lasting conservation impact.





## Saving Land in Napa Since 1976

At the Land Trust, we work hand in hand with landowners and our community to protect the natural and agricultural legacy of Napa County. Together, we safeguard working farmlands, native habitats, scenic vistas, rare species, forests, and vital water resources across Napa County.

Through thoughtfully prioritized projects, we're building a connected network of protected lands that secure clean water, support wildlife, preserve biodiversity, and ensure future generations can experience the beauty and bounty of this landscape.

On the lands we own, we actively steward the

health of the land—restoring native species, reducing wildfire risk, and improving wildlife corridors and stream health—so nature can thrive today and for generations to come.

### 49 Years and 96,000 acres saved!

- 46,700 acres under land conservation agreements
- 275 real estate transactions completed
- 22,000 acres owned by the Land Trust
- 96,000 acres permanently protected

Visit [napalandtrust.org/interactive-map](https://napalandtrust.org/interactive-map) to learn more about our work.

**Mission:** Land Trust of Napa County is a community-based nonprofit dedicated to preserving the character of Napa by permanently protecting land.

**Vision for the Future:** Significant lands across Napa County will be permanently protected and connected to one another, preserving Napa's scenic beauty, agricultural heritage, water resources, wildlife, and biodiversity for future generations.





## Position Overview

The Land Trust of Napa County is a national-calibre conservation organization with a highly skilled, dedicated staff, an engaged and supportive board, generous philanthropic support, and excellent financial reserves. The Land Trust seeks a CEO who can maintain and expand the Land Trust's legacy of meaningful conservation outcomes through the use of strategic land acquisitions, conservation easements, and partnerships, while ensuring the ongoing stewardship and enforcement of existing protections. Reporting to the Board of Trustees, the CEO will drive the strategic vision, increasing the pace of conservation while ensuring the long-term stewardship of protected properties.

This pivotal position requires a leader who is a capable nonprofit manager, an inspiring external advocate, and passionate about land conservation. Internally, the CEO will maintain and expand the Land Trust's financial health, operational capacity, and programs, while leading a talented team of staff to execute a robust conservation strategy. Externally, the CEO will build fruitful relationships with landowners and donors, address the public and media with authority and eloquence, and cultivate meaningful partnerships with aligned organizations. The CEO must understand the challenges and opportunities faced by land conservation in Napa County, and possess the vision and strategic acumen to navigate them.



# Responsibilities



## Land Protection

- Provide oversight of land conservation activities, including acquisitions, easements, stewardship, and enforcement.
- Partner with the Land Protection Department to identify and prioritize critical conservation properties.
- Support land transaction financial feasibility assessments.
- Proactively reach out to landowners and support transactions.
- Oversee land stewardship approaches, practices, and compliance.
- Initiate new projects and approaches that have potential for replication and expansion to more broadly protect natural values.



## Organizational Oversight

- Prudently steward the organization's finances and endowments in partnership with the board and administrative staff, including routine budgeting and reporting.
- Assess and mitigate organizational risks, ensuring the Land Trust operates with integrity and resilience.
- Ensure the retention and continued development of a high-performing, dedicated professional staff, and oversee the recruitment of new staff as needed.
- Effectively manage and support the Land Trust's senior staff while fostering an environment of open communication and accessibility for all employees.
- Maintain and enhance the Land Trust's collegial, collaborative workplace culture within the context of the organization's hybrid work model.





## Fundraising

- Champion the Land Trust and the essential and urgent need to support its mission to both conserve and steward land in Napa County.
- Secure major grants to fund land transactions, long-term stewardship, and operational overhead.
- Form relationships with current and prospective donors, including individuals, foundations, public agencies, and corporations, especially to develop major gifts, cultivate planned giving, and expand the Land Trust's endowments.
- Spearhead capital campaigns and cultivate contributions and support.

## Strategic Leadership

- Partner with the Board of Trustees to strategically prioritize, protect, and steward lands that maintain the region's scenic beauty, biodiversity, landscape connectivity, resilience, agricultural heritage, and water resources.
- Maintain the Land Trust's strong financial health, organizational capacity, and operational effectiveness while continuing to source additional funding to enable land acquisitions and protection.
- Ensure the Land Trust's programs and approaches support its mission and vision while serving as models that can be widely replicated and expanded.

## External Affairs

- Effectively represent the Land Trust to the public, media, and among key constituents. Serve as its primary champion, making the case for support, and creating momentum and excitement about its work.
- Cultivate relationships with landowners, realtors, estate attorneys, and landowner organizations to facilitate conservation opportunities.
- Develop strategic partnerships with key partners, including aligned conservation organizations, state and regional land managers and agencies, public funders, and academic and scientific advisors.
- Maintain an active, engaged presence in the Napa County communities, ensuring the Land Trust is known and respected.



## Board Relations

- Attend and support board and committee meetings as a nonvoting member, and prepare materials as required.
- Maintain a strong working relationship and effective communication between the board and staff.
- Enable the board's consideration and prioritization of conservation transactions and activities.
- Coordinate and partner with the board on new donor identification and major gift fundraising.
- Support the strategic recruitment and development of board members to continue building the organization's outreach, capacity, and effectiveness.





# **Desired Experience and Competencies**



## Strategic Leadership

- Able to transform the Land Trust's vision into actionable strategies and muster the financial and operational resources to drive additional high-impact land acquisitions while continuing robust ongoing stewardship
- Experience navigating complex and dynamic environments, adapting strategies as needed, and maintaining focus while managing external challenges and risks
- Able to form strategic, data-informed decisions based on current and future conservation impact assessments, financial feasibility, and operational capacity

## Fundraising

- Demonstrated track record of securing funding from diverse sources, including institutional and public funders, individuals, and corporations
- Expertise in sourcing major grants to fund diverse operational and programmatic needs
- Proven ability to easily connect with donors and cultivate relationships that lead to significant philanthropic support
- Experience successfully soliciting major gifts, raising unrestricted funds, and closing capital campaigns

## Partnership

- A skilled communicator who can effectively champion the Land Trust's mission and impact to varied audiences and effectively inspire support
- Comfortable representing the Land Trust to the public, media, and key partners
- Expertise in developing and nurturing strategic partnerships with other nonprofits, governmental agencies, landowners, and community groups

## Land Protection

- Nuanced understanding of land conservation methods, ecological principles, land stewardship practices, and real estate transactions
- Familiar with the funding requirements for land acquisitions and stewardship activities, and able to creatively and strategically secure resources to support and balance both needs
- Proficient understanding of local, regional, and state land use policy and environmental regulations
- Excited to learn about and celebrate Napa County's specific geographic area, natural resources, agricultural heritage, land use patterns, and relevant community partners

## Organizational Oversight

- Strong understanding of nonprofit finance, budgeting, fundraising metrics, and endowment management to ensure fiscal health and sustainability
- Familiar with financial tools unique to land trusts, including deal structures, tax incentives, stewardship fundraising, and overhead coverage
- Skilled at leading and supporting high-performing staff on complex projects while enabling autonomy
- An effective communicator and partner to the Board of Trustees
- Competence in attracting, developing, and retaining high-performing staff and board members
- Experience fostering a positive organizational culture and working effectively with a team in a hybrid work environment
- Familiar with the legal, financial, reputational, and operational risks inherent to land conservation and experienced at proactively identifying and mitigating them





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## Compensation

This is a full-time, exempt position. The anticipated starting salary for this position is \$290,000–\$320,000, commensurate with experience, in addition to a generous benefits package.

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## Benefits

The Land Trust provides benefits for full-time employees, including leave, insurance, and retirement.

Leave includes 13 paid holidays each calendar year. Employees earn up to 15 days of vacation leave in their first year and one day of sick leave each month. Employees accrue one additional day of paid vacation for each year of employment, up to a maximum of 240 hours per year.

Insurance includes top-tier medical, dental, vision and life coverage in addition to workers' compensation and state disability. The Land Trust provides 100% medical coverage through Kaiser-Permanente for each regular, full-time employee. Flexible options are available to accommodate partners and family members. Dental and vision insurance coverage is provided for regular, full-time employees.

A 401K retirement plan is provided for employees who meet eligibility requirements and may participate through a pre-tax voluntary paycheck reduction up to IRS limits, up to 5% salary match each year.

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## Location

This position is primarily based at the Land Trust's main office in Napa, California. Some travel in Napa County and beyond is required. The position involves overseeing a team that utilizes a hybrid work model.

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## To Apply

Please visit [potrerogroup.com/ltnc](https://potrerogroup.com/ltnc) and select "Apply Here." 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.

Interested candidates should apply by **August 18, 2025** for priority consideration.

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## Start Date

Winter 2025





## Additional Information

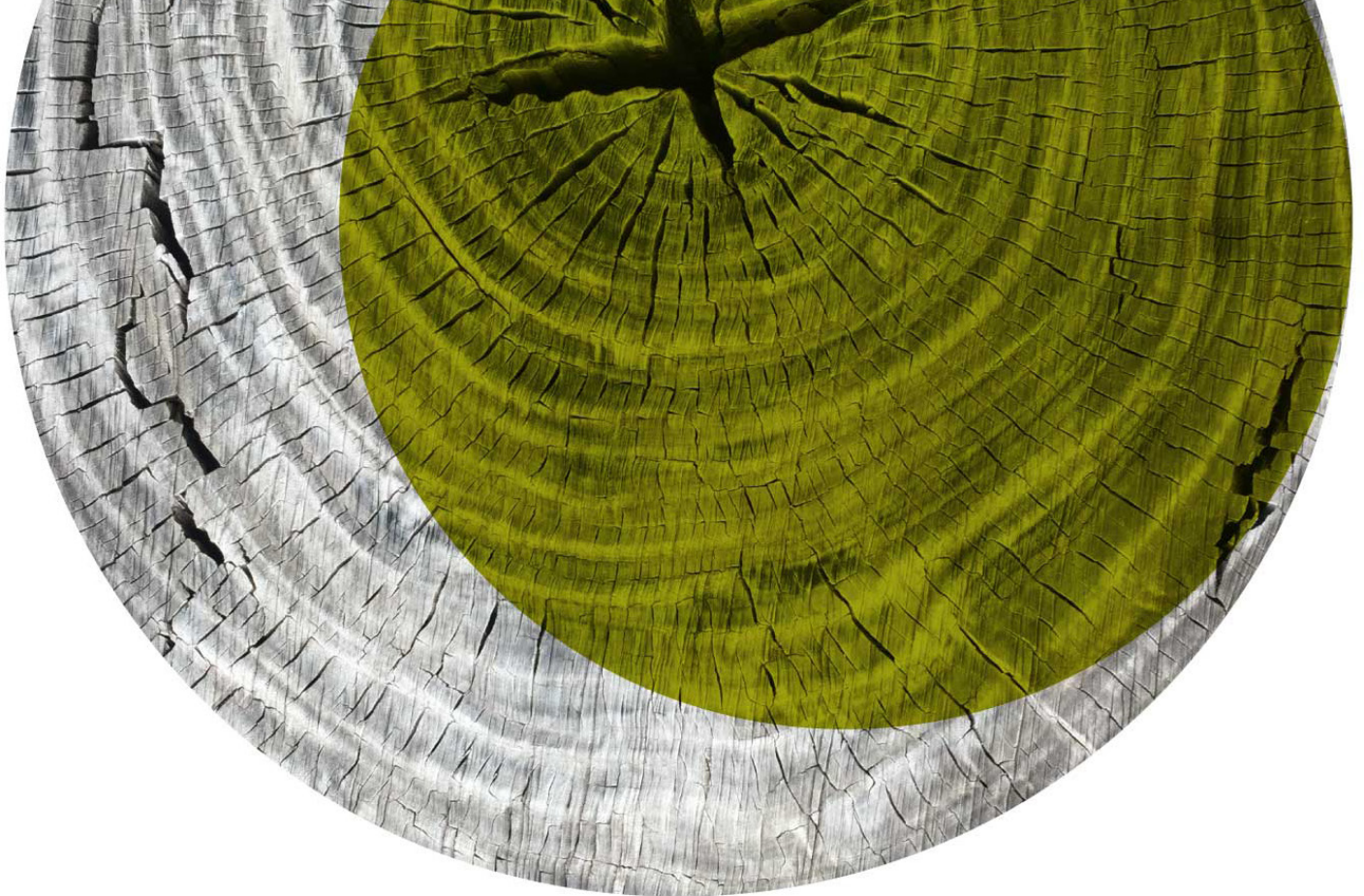
To learn more about the Land Trust of Napa County,  
visit [napalandtrust.org](https://napalandtrust.org).

For additional information regarding this opportunity, please contact:

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Potrero Group is honored to coordinate this search on behalf of the Land Trust of Napa County. We support innovative leaders and organizations making a difference in the world with strategic planning, facilitation, organizational development, and board and executive search services. 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

[PotreroGroup.com](https://PotreroGroup.com)