

## Chief Executive Officer

Point Blue Conservation Science seeks a dynamic, experienced leader who embodies its visionary commitment to science and conservation, connects widely as a mission ambassador, and drives daily excellence in strategy, funding, and programs.



# Organization Background

The Point Blue Conservation Science (Point Blue) vision states simply and directly, “Because of the collaborative climate-smart conservation work we do today, healthy ecosystems will continue to sustain thriving wildlife and human communities well into the future.”

Since 1965, Point Blue has fulfilled its mission to “advance the conservation of birds, wildlife, and ecosystems through science, partnerships, and outreach” by collaborating with water managers, fishermen, ranchers, farmers, local communities, and others to improve the health of the planet. Headquartered in Petaluma, California, Point Blue works from the Sierra to the sea, across the western hemisphere, and as far away as Antarctica, preparing for the changes—and challenges—ahead.

Point Blue’s \$25–\$30M annual budget is sourced through a combination of contract and grant engagements, philanthropic support, and long-term investment revenue. Point Blue is governed by an active 20-member Board of Directors, served by a staff of 160 people across program, education, operations, and leadership roles, and supported by a Science Advisory Committee of 16 preeminent voices in the field.

Point Blue is an internationally recognized leader in developing climate-smart conservation science approaches and spearheading nature-based solutions to the increasing threats to our shared planet, wildlife, and communities.



## Conservation Science Rooted in Values

Point Blue believes science is a process that should be guided by ethical principles, rigor, accountability, and integrity. Its values guide the scientific questions they ask, how they work together and with the community, and how they apply knowledge to meet the challenges faced by all.

### Point Blue Values Innovation & Courage

The scale and urgency of climate and conservation challenges require risk-taking and openness to new ways of creating change.

## Curiosity & Scientific Integrity

Knowledge and discovery are necessary to create the most effective science-based solutions to difficult climate and conservation problems.

## Inclusion & Community

Creating a sense of belonging for all to participate, feel welcome, and contribute ideas.

## Optimism & Heart

The dedication to address the tremendous climate change and biodiversity challenges we face requires a resolve that is founded in optimism and heart.





## Position Overview

The Chief Executive Officer (CEO) has overall strategic and operational responsibility for Point Blue and works closely with staff and the Board of Directors to develop, guide, secure, and communicate Point Blue's mission, activities, and impact. The CEO is the face, voice, and heart of the organization and is a trusted and visionary leader and ambassador across multiple constituencies and geographies. The CEO energizes staff, board, and partners to drive strategic success, grow financial resources, deepen organizational culture, and embody Point Blue's commitment to science, collaboration, trust, innovation, inclusivity, and diversity.

The ideal CEO is a master organizational leader, preferably with significant experience in conservation science or a closely related field, who brings a history of values-based leadership, high-level fundraising and relationship skills, and the proven ability to navigate complex changing organizational and mission delivery environments.

The CEO supervises the Executive Team, provides oversight to the Group Directors and Management Team, and develops, coordinates, and reports to the Board of Directors.



# Responsibilities

## Executive Leadership

- Provide inspirational leadership and ensure the continued development and management of a professional and efficient organization.
- Ensure Point Blue is financially healthy and builds significant financial reserves.
- Manage administrative affairs and be responsible for financial, documentation, and governance changes as necessary.
- Establish and utilize effective decision-making processes that enable Point Blue to achieve its long- and short-term goals and objectives.
- Collaborate with the board, Executive Team, and Group Directors to refine and implement the strategic plan while ensuring that the budget, staff, and priorities are aligned with Point Blue's core mission.
- Oversee the creation and implementation of the organization's priorities and initiatives.
- Recommend timelines and resources needed to achieve the organization's strategic goals.
- Empower leaders and teams in an environment of trust, empathy, and collegiality that enables sharing perspectives and encourages courageous ideas and conversations.
- Build, lead, coach, develop, and retain a talented staff with a focus on building the organization's capacity for skilled leadership, complex project and program implementation, partnership building, and fundraising.
- Work closely with the board, overseeing management of all board committees, leading quarterly board meetings and the annual board retreat.
- Attract additional passionate and capable board members with relevant expertise and state and/or national influence that reflect California's demographic and geographic diversity.







## Fundraising

- Raise sufficient funds to support major objectives including endowments, campaigns, and core project funding.
- Direct project-based fundraising campaigns, capital campaigns, grant fundraising, and major donor programs, and form singular partnerships with potential organizations and donors.
- Secure public funding for projects and private funding from high-net-worth individuals, corporations, and foundations.
- Coordinate a strategic development plan and oversee annual planning processes.
- Oversee the development of a diverse funding base and sustainable outreach programs and strategies, including earned revenue, public funds, foundation grants, and corporate support.
- Identify resource requirements and support staff to research funding sources, establish strategies to secure large gifts, submit proposals, and manage fundraising records and documentation.



## Communication and Engagement

- Build and maintain effective working relationships with partners, funders, government agencies, businesses, and other constituents.
- Represent Point Blue with various government agencies, community groups, media, policymakers, and professional organizations directly or through staff.
- Promote Point Blue to a wider audience with the aim of expanding recognition, sponsorship, and funding.
- Develop and manage strategic cross-sector partnerships and alliances.
- Articulate a vision for Point Blue that is based on its mission, vision, and values.
- Actively represent Point Blue with volunteers, board members, committees, partner organizations, and funders.





# Requirements and Attributes

The CEO is an experienced, dynamic leader with the understanding, humility, and emotional intelligence to lead a sophisticated conservation organization and its talented staff at an important time in its history.

The Strong candidates will have outstanding interpersonal and relational skills and excel at developing, leveraging, and advancing science-based conservation work with integrity, accountability, and humanity. The position works with a wide variety of people, including Point Blue staff, board members, conservation and political leaders, donors, and partners. Additionally, the CEO must be creative and entrepreneurial in achieving Point Blue's mission and maintaining the organization as a national and international leader in the field.

This position requires a combination of education and experience equivalent to an advanced degree, ideally an MBA, with at least 10 years of senior/executive management experience.





## Attributes

- A genuine passion for nature and conservation
- Strong affinity for Point Blue's culture, mission, vision, and strategic priorities
- Enthusiasm for thinking about the future with a visionary spirit
- Strong systems thinking and problem-solving skills and approach
- Proactive decision-making approach and courage in the face of difficult decisions
- Adaptability and flexibility in the face of changing conditions and information; tolerance for adversity and uncertainty; appetite for new ideas and diverse perspectives
- Strong interpersonal skills, emotional intelligence, self-awareness, and ability to resolve conflicts, find common ground, and maintain and develop strong relationships among diverse perspectives and backgrounds across sectors
- Integrity and a commitment to high ethics and standards
- Humility and a mission-first mindset that can lead and support others in all situations
- Strong self-directed work ethic and the energy to sustain long days managing a workload that involves balancing multiple competing tasks
- Comfortable working in outdoor settings as well as in the office

## Requirements

- Commitment to rigorous science with the utmost integrity and highest ethics
- Demonstrated fundraising success, including a history of growing private philanthropy, foundations, and government grants
- Working understanding of the agencies and NGOs in Point Blue's conservation community as well as the regulatory, legal, and policy frameworks that govern its work
- Vision, desire, and the leadership skills necessary to increase the pace and scale of climate-smart conservation
- Possess the presence and gravitas to cultivate productive partnerships with constituents and partners from a variety of backgrounds
- Experience co-developing and managing large, complex projects or initiatives with multiple constituents by providing clarity of purpose and ensuring strong operational support rather than by managing details of execution
- Experience with nonprofit accounting and budgeting, interpreting financial information, and working with complex, multi-funder budgets, analysis, and research procedures
- Excellent organizational development, marketing, communication, administrative, personnel, and project management skills
- Successful relationship-building expertise, including with agencies, NGOs, businesses, and private landowners
- Proven passionate, inspirational, collaborative, and ethical leadership skills and the ability to inspire and motivate others to take risks, innovate, and achieve breakthroughs
- Demonstrated success advancing staff diversity and inclusivity
- Excellent oral and written communication skills, including the ability to convey complex information to diverse audiences
- Comfort and experience as a charismatic, engaging, eloquent, and substantive public speaker
- Must meet school district requirements to work with school children





## Compensation

This is a full-time, exempt, benefit-eligible position. The CEO's anticipated annual salary range is \$210,000–\$240,000, commensurate with knowledge, abilities, and experience.

Point Blue's comprehensive benefits package includes:

- ✓ Health, dental, and vision coverage; employer-paid percentage based on plan
- ✓ 401k retirement plan access after 500 service hours, with employer contribution after 1000 hours (annual contribution level dependent on available funding)
- ✓ Four weeks annually accrued paid time off, plus holidays, personal days, and sick time
- ✓ Life, short- and long-term disability, and long-term care insurance coverage
- ✓ Access to an Employee Assistance Program and flexible spending arrangement

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## Location

The CEO is based out of the Point Blue offices in Petaluma, California. The role is hybrid with an expectation the CEO be in the office 2–3 days per week.

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## Start Date

Summer 2025

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## To Apply

Visit [potrerogroup.com/pointblue](https://potrerogroup.com/pointblue) and select "Apply Here." Please include a resume and a cover letter describing your qualifications that match the position criteria.

Interested and qualified candidates should apply by **May 9, 2025**, for priority consideration. The position is open until filled.





## Additional Information

More information about Point Blue Conservation Science can be found at [pointblue.org](https://pointblue.org).

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

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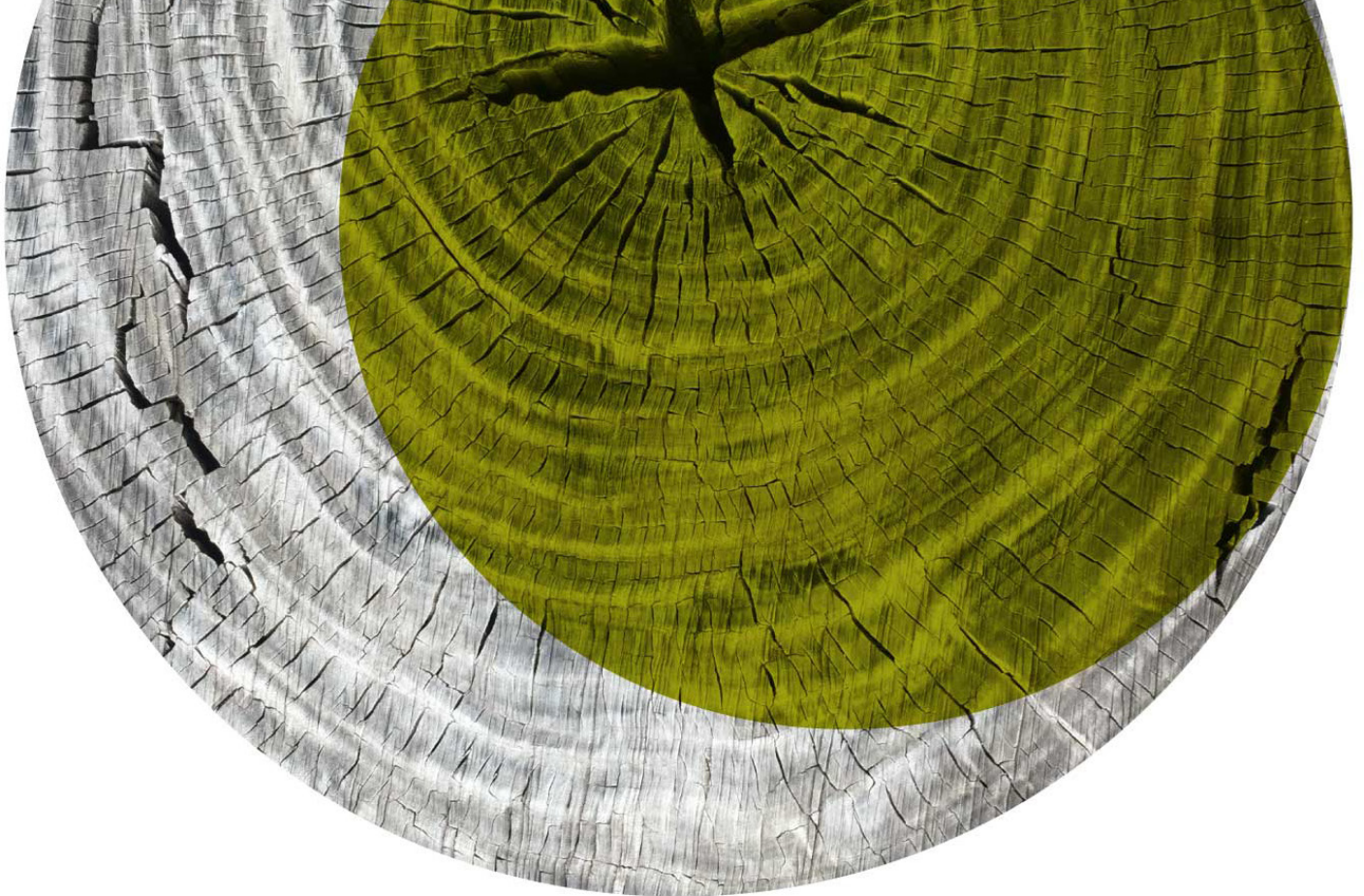


## Equal Opportunity and Inclusivity

Point Blue seeks and strongly encourages applicants from all backgrounds. Point Blue is committed to removing barriers based on racial, gender, cultural, and other factors and believes that equal representation is essential to the success of its mission and vision.

Point Blue is an equal opportunity employer and does not discriminate against applicants or employees because of race, color, religion, national origin, sex, sexual orientation, age, citizenship status, disability status of an otherwise qualified individual, membership or application for membership in a uniformed service, or membership in any other class protected by applicable law and will make reasonable accommodation for applicants with disabilities to complete the application and/or participate in the interview process.





Potrero Group is honored to coordinate this search on behalf of Point Blue. 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 or for more information, please visit [PotreroGroup.com](https://PotreroGroup.com)