



RESOURCES LEGACY FUND®
CREATIVE SOLUTIONS. LASTING RESULTS.

President Resources Legacy Fund

Resources Legacy Fund seeks a highly skilled, experienced, and strategic President to guide its next chapter of growth and impact. As the leader of RLF, its expansive fiscal sponsorship program, and its affiliated entities—Fund for a Better Future and Shared Ascent Fund—the President will collaborate with philanthropic partners and cross-sector leaders to advance lasting environmental and social change.

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The Opportunity

Lead one of the most transformative, catalytic forces achieving lasting change for the environment and people.

Resources Legacy Fund (RLF) delivers significant outcomes for our planet and its people through trusted partnerships and creative campaigns. Rooted in California and expanding across Western North America and beyond, RLF has a 25-year track record of supporting initiatives at every scale. The President will inherit a successful and sophisticated organization and will bring the right tools, talent, reputation, and relationships to continue to turn bold ideas into measurable results.

The President leads RLF, Fund for a Better Future (FBF), and Shared Ascent Fund (SAF), aligning regional and international strategies across a powerful suite of platforms that include fiscal sponsorship, public policy and advocacy strategy, public-private partnerships, and significant grantmaking. The ideal candidate knows how to develop new public funding sources, leverage philanthropic capital to find and implement solutions to complex environmental and community challenges, and seize windows of political opportunity. They must demonstrate extraordinary operational sophistication, a track record of fundraising success, a sharp understanding of timing and strategy, and a collaborative leadership style grounded in values and not ego.

RLF seeks a leader who builds and empowers exceptional teams, inspires trust, and takes pride in enabling others. The President must be a thoughtful steward of RLF's staff, culture, and enduring commitments, leading with strategic clarity and a deep commitment to the work. RLF's success stems in part from intentionally operating from behind the scenes, allowing partners and funders to lead from the front. The next President must be comfortable elevating the leadership and success of others, building collective wins, and advancing outcomes over personal visibility.

Strong candidates will understand how environmental challenges are deeply intertwined with public health, social progress, and civic engagement and will lead through this complexity with insight and adaptability. The President will support staff and partners to navigate complex contexts, accelerate ideas into action, and invest in the long-term outcomes that matter most to communities and the environment.

This is a moment of great urgency—and great opportunity. The next President will play a critical role in helping RLF, FBF, and SAF rise to meet it.

Organization Background

Resources Legacy Fund builds alliances that advance bold solutions to secure a just and resilient world for people and nature.

For more than 25 years, RLF has partnered with donors and changemakers to drive systems-level progress and deliver enduring outcomes at the intersection of climate, land and water conservation, and communities.

Donors trust RLF to deliver transformative results on their priorities via its role as strategist, connector, and re-grantor. RLF activates strategic counsel, program design, fiscal and legal infrastructure, and informed policy guidance to help funders turn ideas into measurable impact. Its services include campaign development and implementation, policy strategy, large-scale grantmaking, nonprofit incubation, institutional capacity building, and cross-sector donor collaboratives. A cornerstone of RLF's work is its rapidly expanding fiscal sponsorship program, which enables funders and changemakers to launch and scale initiatives with aligned infrastructure, strategic support, and speed. RLF delivers best-in-class administrative and compliance support, enabling its programs and fiscally-sponsored projects to focus entirely on their missions.

RLF employs creative, strategic, collaborative approaches catalyzing action for biodiversity protection, environmental equity and justice, and climate solutions. These include:

- **Mobilizing influence, knowledge, and expertise** through dynamic partnerships with philanthropists, advocates, communities, government, academia, and business.
- **Elevating the voices and experiences of communities**, supporting them to drive solutions that address their priorities. We honor the rights, insights, and experiences of Indigenous Nations.
- **Maximizing results**, leveraging philanthropic and public investments to achieve enduring outcomes at scale.
- **Deploying a thoughtful mix of strategies**—including campaign development, advocacy, research, and coalition-building—to secure equitable policies and public funding, staying with issues to ensure lasting outcomes.
- **Earning the trust of donors and partners** to manage large, multi-year strategic initiatives; fiscally sponsor projects of high impact; and conduct land, water, ocean, and climate campaigns.

RLF's success is powered by its scale and structure. The organization manages \$60–\$70 million in grants and contracts annually, with typical funder partnerships beginning at \$500,000 or more. It leads multiple land, water, and community campaigns and collaborates closely with Indigenous Nations across California, the American West, and Canada. Project sizes range from \$250,000 to several million, span time frames from rapid-turnaround initiatives to decade-long programs, and collectively involve hundreds of grantees and contractors. RLF's core team of over 70 talented staff members is spread across 17 states and the District of Columbia, with clusters of team members in Sacramento, the Bay Area, and Los Angeles regions of California as well as Seattle, WA, and the DC metro area. RLF operates as a highly collaborative, mission-driven team, united by a shared commitment to impact, regardless of geography.

The organization also hosts over 80 staff across the country working on more than 25 fiscally sponsored projects that span the globe. Fiscal sponsorship is one of RLF's most powerful and fast-growing programs. The organization supports a portfolio of national and international efforts—including emerging campaigns, donor collaboratives, coalitions, and fully staffed initiatives—enabling partners to launch and scale transformative work with speed, rigor, and support. The program enhances RLF's reach and adaptability while creating meaningful cross-pollination with its in-house grantmaking and policy efforts. Sponsored projects benefit from aligned infrastructure, systems, and strategic counsel, and they contribute to RLF's broader field insight and influence. The President will play a key role in guiding this platform's evolution to ensure it remains a cornerstone of RLF's future strategy.

The President also leads two affiliated organizations—the 501(c)(4) Fund for a Better Future and the 501(c)(3) Shared Ascent Fund. These entities extend RLF's reach and agility, offering donors coordinated vehicles to pursue impact through charitable and advocacy strategies.

Fund for a Better Future, launched in 2016, enables donors to support lobbying, ballot initiatives, and issue-based electoral strategies and broadens what philanthropy can achieve beyond the boundaries of 501(c)(3) giving. At a time when major policy decisions are shaping the future of climate, the environment, and democracy, FBF gives funders the tools to respond with boldness and agility. It plays a vital role in advancing timely, values-driven action, making it both a critical lever for impact and a strategic priority for the next President at a time when rapid action is essential.

Shared Ascent Fund, launched in 2020, supports donor-driven priorities that extend beyond environmental policy, including democracy, health, and social progress.

FBF and SAF contract with RLF for services and share board representation, supporting mission alignment and efficiency. The President will guide strategy and culture across all three entities, ensuring cohesion while adapting to the distinct needs and opportunities each one offers.

Accomplishments

RLF delivers programmatic and public policy outcomes.

- In partnership with the Hewlett Foundation, removed more than 100 dams and river barriers in 60 watersheds and 11 states, opening more than 1,600 river miles.
- Worked with more than 200 conservation, community, and environmental justice groups in California to pass a \$10 billion climate bond—the largest in history—to fund climate and community resilience.
- Led campaigns to protect 17 percent of California’s marine waters, establish national monuments, and advance the state’s goal of protecting 30% of its lands and waters by 2030.
- Setting the strategic direction for first-of-its-kind national and state wildfire resilience campaigns, tapping on-the-ground expertise to drive more effective public policy solutions.
- Supporting Tribal and Indigenous Nation-led conservation including in partnership with the Indigenous Leadership Institute in Canada, working with Tribes to achieve their public policy and funding goals, and establishing a network of natural resource “guardians” across the United States.
- Working with funding and advocacy partners across Hawai’i, passed a bill that provides \$100 million per year in investments in climate resilience and conservation.

RLF currently houses more than 20 fiscally-sponsored projects, including:

- *Center for Western Priorities*, a nonpartisan conservation and advocacy organization that advances responsible conservation and energy practices in the American West through strategic communications.
- *Ocean Defense Initiative*, which promotes U.S. leadership on ocean-based climate solutions and defends against policies that are harmful for our ocean, climate, and communities.
- *Climate Mayors*, which brings together mayors from across the country and political spectrum to advance meaningful climate progress in their cities and beyond.
- *Beyond Petrochemicals*, which engages communities in Louisiana, Texas, and the Ohio River Valley to halt the rapid expansion of disease-causing petrochemical and plastic pollution.

RLF strengthens the environmental field.

- Every year, RLF supports more than 350 grantees and has helped to create, incubate, and facilitate successful coalitions, collaboratives, networks, and organizations.
- Staffs and supports Tribal and Indigenous Nations in their conservation initiatives.
- Through its “EJ Ready” program, connects local groups with opportunities for public funding.

Values

RLF's core values define how it leads, partners, and delivers on its mission. The President will steward an organizational culture defined by the following values:

- **Collaboration.** RLF believes the key to achieving meaningful environmental results and a productive workplace is rooted in humanity—its ability to build effective relationships, listen deeply, respect different perspectives, and elevate new leaders.
- **Fairness.** RLF values the insight, energy, and innovation fostered by problem-solving that engages all affected parties. Its work seeks to elevate the voices and influence of many communities, including those traditionally underrepresented in decision-making processes, to help advance a fair and just future for all.
- **Integrity.** RLF is dedicated to its cause, genuine in its approach, and committed to cultivating trust within its organization and with its partners.
- **Creativity.** RLF embraces an entrepreneurial spirit, balanced by its deep experience, that seeks innovative ways to solve problems, new and old. RLF is willing to take risks and think outside the box to achieve lasting results.
- **Excellence.** RLF aspires to high standards in everything it does, from internal operations to strategic program implementation. RLF is attentive to detail and perseveres to deliver results on the goals it shares with funders, partners, and colleagues.
- **Humility.** RLF believes humility and the pursuit of ongoing learning keep it effective in its work. An emphasis on outcomes, not recognition, has amplified its impact and reduced its obstacles.

Roles and Responsibilities

The President will lead across RLF, its fiscal sponsorship program, FBF, and SAF—a growing platform that blends strategy, partnership, and execution to achieve systems-level impact. They will bring operational sophistication, intellectual range, and deep experience in environmental and social advocacy and philanthropy.

RLF is not an endowed organization and does not have a membership base; it raises funds annually to support both short- and long-term projects and programs. The President must bring strong fundraising acumen and a deep understanding of the funding landscape to support RLF's unique role as a grant seeker, convener, campaign leader, and grant maker.

Strategic Vision and Leadership

- Provide informed, strategic leadership with the ability to create and implement a clear operational vision, strong organizational culture, and effective frameworks for achieving long-term results
- Demonstrate executive-level strategic decision making, leadership, and managing large-scale organizations
- Integrate economic, societal, and environmental factors into purpose-driven strategies
- Use timing, political insight, and contextual awareness to turn challenges into catalytic opportunities for impact

Fundraising and Revenue Generation

- Serve as RLF's primary fundraiser, cultivating relationships with foundations, family offices, donor collaboratives, and new and emerging funding sources, and guiding the entire RLF team in its fundraising efforts
- Align institutional goals with values-based investment, bringing strong philanthropic instincts to donor engagement and revenue strategy
- Diversify revenue streams and fundraising approaches with creativity and intention
- Build trust and strong relationships with ease, demonstrating emotional intelligence and persuasive, values-aligned communication

Board and Staff Partnership

- Serve as a partner to the board and senior team, co-creating strategy and ensuring strong governance and alignment
- Leverage the board's time, talent, and networks to advance visibility, momentum, and organizational success

Roles and Responsibilities

- Attract and retain a high-performing, mission-aligned team and invest in its growth through mentorship, development, and team-building
- Communicate honestly, consistently, and clearly, ensuring the board and staff have the insight to lead effectively

Vision Translation and Evolution

- Translate vision into execution across RLF's full portfolio and guide its affiliated entities with integrity and cohesion
- Invest in field readiness through research, public education, polling, and strategic communications that support long-term influence and success
- Communicate effectively with staff and constituents to align resources and priorities with evolving opportunities and needs
- Partner with funders and leaders of fiscally sponsored projects, as requested, to help them expand their impact, scale their efforts, and strengthen their capacity

Growth, Results, and Continuous Improvement

- Stay ahead of trends in conservation, philanthropy, and civic engagement, ensuring RLF delivers continued value to partners
- Evolve systems, structures, and internal operations to align with organizational needs and enhance team satisfaction, retention, and impact
- Apply a data-informed, agile mindset—gathering input, anticipating challenges, and taking bold, thoughtful risks in service of mission

Demonstrated Experience & Competencies

The President must be a strategic thinker, fundraiser, relationship builder, and persuasive communicator who inspires trust, mobilizes resources, and supports the success of others. The ideal candidate has led complex, mission-aligned organizations through growth, transition, and increasing impact.

The President must have a strong record of advancing conservation outcomes and a demonstrated ability to build and sustain influential public-private partnerships. This is a mission-first role: the President will find professional fulfillment in enabling others, helping ideas take root, and delivering lasting outcomes to help organizations and communities thrive.

Strategic Vision and Fundraising

- Extensive experience shaping and executing long-range strategies grounded in environmental, social, and policy outcomes
- Experience raising significant philanthropic capital from foundations, high-net-worth individuals, donor collaboratives, or other emerging funding sources, and activating the next generation of donors and family offices
- Communicates the story and impact of mission-driven work and unique value propositions with clarity and skill, aligning values and outcomes to build lasting funder relationships
- Demonstrates an ability to grow and diversify RLF's revenue sources, including cultivating and securing major philanthropic partnerships to increase impact and financial stability

Relationship Influence and Partnership Development

- Collaborates effectively with diverse constituencies, including board, staff, funders, and external partners
- Cultivates cross-sector partnerships with public, private, and nonprofit entities, resulting in large-scale initiatives or policy wins
- Navigates complex or politically sensitive environments with credibility and clarity, building coalitions that reflect diverse perspectives
- Holds a reputation as a trusted convener and thought partner within and beyond the conservation sector

Managing Performance and Execution

- Experience managing decentralized or hybrid organizations, ensuring cohesion and results across disciplines and functions

Demonstrated Experience and Competencies

- Experience building and scaling systems for decision making, financial strength, accountability, and evaluation that support organizational effectiveness
- Demonstrates a history of strong financial management, ensuring organizational sustainability through sound budgeting and fiscal oversight
- Experience setting and tracking meaningful performance indicators to guide impact, efficiency, and learning across teams and portfolios

Leadership Style and Culture

- Experience recruiting, developing, and retaining high-performing teams through mentorship, professional development, and inclusive leadership
- Recognizes and champions the role of team-building and workplace culture in advancing long-term outcomes
- Models humility, collaboration, and a values-driven, low-profile leadership style that centers partner success over personal recognition and builds trust through an outcome orientation
- Identifies organizational gaps and adapts gracefully in evolving contexts, modeling sound judgment and clarity under pressure
- Practices partnership-focused leadership with experience cultivating relationships that produce strong collaborations and lead to results

Interpersonal Acumen and Integrity

- Brings self-awareness, high emotional intelligence, and strong communication skills to team and partner relationships
- Develops strong relationships across roles and communities by listening deeply, communicating consistently, and aligning values with actions
- Demonstrates resilience, optimism, and integrity in complex, evolving contexts
- Builds strong rapport with board, staff, funders, and external constituents, earning trust and facilitating collaboration through consistency, clarity, and shared commitment

Position Details

Compensation

This is a full-time, exempt, benefit-eligible position. The anticipated annual salary range is \$525,000–\$625,000, commensurate with experience.

RLF offers a competitive salary and benefits package, including health, dental, vision, life and disability insurance, sick and vacation leave, paid parental leave, and a retirement plan. RLF also offers a technology allowance, student loan repayment assistance, the Calm app, and approximately 16 paid holidays per year.

Location and Requirements

RLF is a remote-first organization with a preference for candidates based in the American West, given the organization's programmatic focus and key partner relationships in the region. Regular travel is expected to support strategic leadership, team collaboration, and relationship-building. The President will travel to meet with key funders, partners, and staff to cultivate and maintain critical relationships, represent the organization at high-level meetings and events, and explore new opportunities for growth and impact. Given the nature of the role, evening and weekend work will be required to accommodate donor events, board meetings, and other critical engagements. Flexibility and readiness to travel are essential to fulfilling the role's leadership responsibilities.

While RLF maintains a small administrative office in Sacramento, it has operated fully remotely since 2020 and does not maintain a central headquarters. The next President will help shape the organization's evolving approach to place-based collaboration, in-person convening, and the balance between remote and physical presence.

Commitment to Nondiscrimination

We are committed to providing a work environment free from discrimination, where all team members feel valued, respected, and included. We know that our work is enriched by the varied voices and perspectives of every staff and board member, so we are committed to making an earnest effort to recruit, welcome, train, develop, and retain talented individuals from all backgrounds. We believe that a welcoming culture expands our creative capacity to do our work and achieve greater outcomes for people and the natural world. RLF participates in E-Verify; you can learn more by reviewing the [E-Verify Participation Poster](#) and [Right to Work Notice](#).

Start Date

Fall 2025

To Apply

Visit potrergroup.com/rlf and select “Apply Here.”

Applications should include a resume and a cover letter describing your qualifications matching the position criteria and what you will bring to the role.

For additional information about this opportunity, please contact Cleveland Justis at cjustis@potrergroup.com.

