

Chief Program Officer Western Landowners Alliance

October 25, 2019 – Open until filled

Job Location – Santa Fe, NM - Preferred (other options may be considered)

Western Landowners Alliance (WLA), a West-wide non-profit organization based in Santa Fe, New Mexico, seeks an individual with strong knowledge and experience related to agriculture and natural resource conservation for a newly created position of Chief Programs Officer (CPO).

Reporting to the executive director, the chief programs officer (CPO) will provide strategic direction and oversight of WLA's policy and program work. The CPO will ensure that WLA's programs and policy initiatives are impactful and cost-effective in advancing WLA's mission to sustain the West's working lands, connected landscapes and native species. The CPO will lead a team of program and policy staff, providing support and coordination to team members and partners as well as direct implementation as needed.

Responsibilities

- Working in partnership with ED and senior staff, create a strategic plan to guide policy and program work
- Develop and oversee the annual programs work plan and budget
- Ensure successful execution and reporting of grant deliverables
- Provide for staff a strong day-to-day leadership presence including direct engagement in all program areas; bridge state and regional operations
- Design and lead a performance management process that measures and evaluates progress against goals for the organization and provides for continuous quality improvement. Promote regular and ongoing opportunities for all staff to give feedback on program operations
- Develop and implement recruitment, training, and retention strategies in coordination with the director of finance and administration
- Partner with the executive director to represent WLA with external constituency groups
- Ensure that all program activities operate consistently and ethically within the mission and values of WLA
- Ensure the continued financial viability of WLA's program/service units through sound fiscal management and participation in fundraising efforts

Qualifications

- At least 10 years of professional experience overall, with a minimum of five years of senior-leadership experience supervising seasoned staff across a broad geography.
- Demonstrated capacity for managing and leading people; a team builder who has experience in scaling up organizations, leading diverse work teams.

- Experience developing an organization-wide strategy for program excellence. Can point to tangible examples of reporting and program measurement and evaluation.
- Strong knowledge and experience related to agriculture and natural resource conservation
- Solid educational background including an undergraduate degree and an MBA or similar advanced degree.
- Ability to travel 25 percent of the time.

To Apply

Letters of interest will be accepted until position is filled and should be accompanied by a cover letter, resume and references. Please send to Jennifer Lind, Finance & Operations Director at jlind@westernlandowners.org.

About Western Landowners Alliance

Western Landowners Alliance (WLA) was founded by landowners in 2011 to increase the ecological health and economic vitality of working lands. WLA's mission is to advance policies and practices that sustain working lands, connected landscapes and native species. Through policy reform and on-the-ground stewardship, we are working to protect land and wildlife, restore watershed health, maintain wildlife corridors, promote economically vibrant rural communities and to keep working lands working. To learn more about WLA, please visit www.westernlandowners.org.