

EMPLOYMENT OPPORTUNITY



PROGRAM DIRECTOR

ABOUT THE ORGANIZATION:

Sand County Foundation is a private non-profit organization dedicated to working with private landholders to improve land and water resources.

Sand County Foundation's mission is to advance the use of ethical and scientifically sound land management practices and partnerships for the benefit of people and the ecological landscape. Sand County Foundation harnesses the power of ethics, science and incentives to expand the understanding of and appreciation for private, voluntary conservation action.

It is achieving this mission by:

- Making strategic investments of financial, technical, and organizational resources to support private individuals as primary agents of long-term, landscape-scale conservation.
- Providing public recognition of outstanding private conservation leadership and rewarding responsible stewards so as to inspire others by their example.
- Serving as a conduit and facilitator for landholder/stakeholder conservation information between and among private individuals, scientists, funders, and policymakers.
- Supporting policies to remove regulatory barriers and create positive incentives for citizen participation in improvement of land and water resources.

To learn more, please visit: <http://www.sandcounty.net/>.

ABOUT THE PROGRAM:

Water As A Crop™

This initiative is designed to foster a new understanding among several communities about how land management and downstream water users share a responsibility for water quality and quantity. By working together, land manager and water user communities can create mutual advantage concerning reliable, high quality water supplies. The initiative will work with leading landowners to deploy demonstration projects that illustrate the multiple values of shifting from viewing water as merely an input to, also, valuing water as an important outcome that landowners “produce” through enhanced management of their lands.

We believe this initiative will help change farmers, ranchers, and other landowners from thinking solely about water as a means to grow something else. Rather, we believe water’s value, on its own, as a crop to be produced, can be compared on its merits with other crop alternatives.

Establishing systems that reward landowners for enhancing both water resource quantity and quality and, just as importantly, concurrently build or strengthen working relationships between landowners and water users, would be a major advance in furthering individual responsibility for the environment. This framework can be replicated across the nation and elsewhere for Water As A Crop™. This initiative works to develop informative materials, associated sites, and multi-year demonstration projects to assess the impact on water reliability and quality and underlying social relationships.

ABOUT THE POSITION:

Reporting to the Foundation’s Vice President, the Program Director is responsible for implementing and advancing Water As A Crop™, particularly in planning for and developing the bases of pilot sites each of which has support of engaged landowners and local partners. S/he will establish, train, and facilitate effective pilot site teams of landowners, science advisors, funders, and other persons or groups necessary to the success of each site. In order to make each demonstration project work it is essential that participating landowners benefit from results. In addition, meaningful connections are to be built or enhanced between landowners and water user communities.

Program Director Responsibilities:

- Beginning with the first pilot project in the Trinity River basin of Texas, expand the participation of landowners within the watershed, evaluate and report on monitoring data, analyze costs and benefits of specific water resource enhancement techniques, and positively engage with a network of stakeholders/water users in the region. Use this as an adaptively managed prototype for successive additional landowner/water user sites.
- Facilitate and coordinate meetings necessary to the success of Water As A Crop™ both for pilot sites and the overall program.
- Identify, support, and associate with similar examples of improved management of water on private lands and are supported by both water consumers and landowner producers.

- Develop content for creative marketing pieces that tell the compelling story of the Water As A Crop™ initiative with usable materials, as well as working sessions for landowners and key interested parties on the potential of Water As A Crop™ strategies to enhance both water resources and agricultural productivity.
- Support the Sand County Foundation senior staff and lead consultant in raising funds for each pilot project, as well as communications and the overall program.

CANDIDATE QUALIFICATIONS:

- Entrepreneurial vision with enthusiasm and passion for the mission, goals, and core values of Sand County Foundation.
- Demonstrated leadership skills, capable of cultivating and maintaining effective working relationships with landowners and managers, funders, elected officials, the business community, staff members, and the general public.
- Two+ years of program implementation experience, including demonstrated successful relationships with landowners, institutional partners, and funders.
- Superb people skills including high levels of patience, perseverance, and political savvy, with the ability to use diplomacy to diffuse difficult situations among people.
- Outstanding oral and written communication skills (e.g., listens to others' opinions, approachable, able to communicate effectively to a variety of constituencies and audiences).
- Personality traits that include flexibility, a sense of humor, and the ability to manage by influence.
- Demonstrated success coordinating media materials.
- Bachelor's degree in agriculture, business, sciences, or a water and land management-related field is preferred.
- Proven ability to plan and achieve goals, think analytically and solve problems, along with a strong drive for measurable land and water results.
- Program budget management experience desired.
- Affinity to land and people living and working on their land and eagerness to share these stories and lessons with other landowners and water users.
- Willingness to travel.

JOB LOCATION:

The Madison area's strong quality-of-life factors include one of the healthiest regional economies in the United States; urban, suburban, and rural living options; a wide range of restaurant, nightlife, entertainment and shopping venues; nationally acclaimed public university and public secondary school systems; Big Ten athletic events; rich cultural, recreational and outdoors offerings; and favorable cost of living.

Madison, Wisconsin consistently earns top results in nationwide quality-of-life rankings, articles and surveys. For more information, please visit:

www.visitmadison.com/news/rankings

<http://www.thrivehere.org/home/living-here/living-here.aspx>

The position requires U.S. work authorization and current residency in, or willingness to relocate to, the Madison, Wisconsin area.

Frequent travel is essential for this position.

APPLICATION AND SELECTION PROCESS:

Sand County Foundation has retained **QTI PROFESSIONAL STAFFING, INC.** to conduct the search for its new Program Director. QTI Professional Staffing is a specialized recruiting division of The QTI Group, a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, Wisconsin and has fourteen branch offices.

Qualified individuals interested in being considered for the position are invited to send a cover letter with salary expectations and a resume to:

sandcountypd@qstaff.com

The opportunity requires US work authorization.

Sand County Foundation and QTI Professional Staffing, Inc. are Equal Opportunity Employers.