



POSITION: Program Director – Conservation Campaigns
REPORTS TO: Executive Director
LOCATION: Bend, OR
CLASSIFICATION: Full-time, FLSA Exempt

POSITION SUMMARY

Oregon Natural Desert Association (ONDA) is a nonprofit conservation organization with a mission to protect, defend and restore Oregon's high desert. The Program Director will be responsible for the oversight, management and strategic leadership of ONDA's conservation campaigns and staff. These campaigns blend public advocacy and citizen engagement with science, policy and legal action to advocate for conservation-focused public lands management.

The Program Director will work collaboratively with ONDA's Executive Director and management team to oversee conservation campaigns while also supporting fundraising, development, communications, stewardship, legal, and other organizational functions. They will manage a small team of legal, policy, scientific, and campaign staff by allocating staff and financial resources, fostering collaboration and teamwork, leveraging skills and expertise, and supporting professional and individual growth.

This position will require outstanding people skills, experienced leadership, and a deep knowledge of public lands conservation strategy, including grass-roots organizing and citizen action. The successful candidate will be someone who brings strong managerial skills, a collaborative, team-oriented spirit, strategic thinking, and a passion for Oregon's desert.

Program Management and Leadership (60%)

- Provide strategic vision and leadership for ONDA's conservation programs, including identifying and executing on conservation priorities, developing successful campaign strategies, and leveraging the entirety of ONDA's staff, volunteers, board, partners, and members to achieve conservation outcomes.
- Collaborate with ONDA's Stewardship Director to ensure that conservation campaigns and stewardship activities are complementary and strategically aligned.
- Manage and lead ONDA's conservation and legal staff by overseeing work plans, balancing priorities and resources, fostering a productive team work environment, and supporting professional development.
- Serve as a spokesperson for a broad range of issues by connecting with public officials, collaborators, members, supporters, community leaders, media, and others to build support for desert conservation.
- Develop and maintain mutually-supportive relationships with state and federal agencies, tribes, community organizations, collaborators, and others.

Fundraising and Communications (20%)

- Work closely with the Development Director and Executive Director to identify funding needs and pursue funding opportunities.
- Prepare funding applications, solicit major donor gifts, and participate in fundraising.
- In collaboration with communications staff, develop and implement strategic communications for key conservation campaigns and issues to engage, organize and activate ONDA members, supporters, partners, community members and funders.

Administration (10%)

- Develop and manage the program budget to ensure effective use and allocation of resources.
- Engage in other administrative duties as required.

Other (10%)

- Engage in other ONDA activities as required.

DESIRED QUALIFICATIONS

- 8+ years relevant professional experience in a non-profit conservation leadership or management role.
- Experience developing, managing and/or implementing conservation campaigns.
- Experience working with individual, foundation and public funders.
- Knowledge of Oregon's desert, including management, issues, places and communities.
- Strong collaborative spirit and desire to work with other staff, partner organizations and the community.
- Excellent written and verbal communications skills.
- Strong attention to detail and organization and the ability to complete tasks efficiently.

COMPENSATION

Starting annual salary range of \$60,000 - \$70,000, negotiable depending upon experience. ONDA provides a full benefits package including health benefits, matching retirement contributions, flexible work schedule, and generous paid vacation, sick and family leave.

TO APPLY

Submit a cover letter, resume, and the contact information for three professional references combined into a single PDF file to programdirector@onda.org no later than **5:00 pm Pacific Time on Friday October 11, 2019**.

ABOUT OREGON NATURAL DESERT ASSOCIATION

For three decades Oregon Natural Desert Association (ONDA) has connected people to their public lands and championed the conservation and stewardship of central and eastern Oregon's wild lands, waterways and wildlife. ONDA's mission is to protect, defend and restore Oregon's high desert. From championing land protection to speaking out for fish and wildlife, ONDA's members and supporters sustain the natural character of Oregon's high desert. ONDA envisions a high desert in Oregon where eight million acres of public lands are conserved to ensure that fish and wildlife thrive and wild places exist for all people to treasure and explore, now and always.

ONDA is committed to diversity, equity and inclusion and seeks to create an inclusive environment for all volunteers, partners, collaborators and employees.

www.ONDA.org