



## L-A-D FOUNDATION MANAGER

*The L-A-D Foundation is a Missouri private operating foundation dedicated to exemplary stewardship of Pioneer Forest and other natural and cultural areas and to scientific research, education, public recreation, and encouragement for projects and policies that have a positive influence on the Missouri Ozark region and beyond.*

**General Description.** The L-A-D Foundation was established by Leo A. Drey in 1962 to preserve lands of natural and cultural significance and undertake related scientific, educational, and charitable activities. Its holdings grew to nearly 4,000 acres in fourteen units, seven of them state-designated natural areas leased to the Missouri Department of Conservation, two areas and a trail system leased to Missouri Department of Natural Resources for management by Missouri State Parks, and nearly 1,000 acres of riparian land under scenic easement to NPS-Ozark National Scenic Riverways. In 2004, Leo Drey and his wife Kay donated to the foundation their Pioneer Forest, now about 144,000 acres in seven counties in the southeastern Missouri Ozarks, to be managed as a demonstration working forest in the public interest.

This new Foundation Manager position, headquartered at our downtown St. Louis office, is responsible for managing and supervising the business, ecological stewardship, policy, outreach, communication, and land consolidation functions of the L-A-D Foundation. The position is parallel to and requires continual communication and collaboration with our Forest Manager, headquartered at our Pioneer Forest office in Salem; both positions report directly to the L-A-D board of directors. This is a leadership and executive position involving significant collaboration with professionals in partner organizations and agencies on policies, programs, and land management; development of materials and recommendations for consideration by the board and its committees; and leading special initiatives of the board and staff. The foundation engaged in a strategic planning effort in 2019 that identified a number of initiatives involving state and national outreach to be reviewed and led by the position.

The L-A-D Foundation and Pioneer Forest have an organizational culture of mutual respect and teamwork among our staff, directors, and many partners. For this position, we seek someone who is able to work collaboratively and who will further that culture. This position directly supervises the St. Louis office and stewardship program staff, maintains constant communication with the Pioneer Forest Manager, and works with the Board of Directors and its Executive, Finance and Stewardship Committees and with certain partners and contractors as needed.

**Hours:** 40 hours/week, salaried exempt

**Salary:** Based on experience; submit any salary requirements.

**Benefits:** 401(k), health and dental insurance, paid vacation, and sick leave

### Qualifications:

- Graduate Degree and training or experience in natural resource policy, land stewardship, or biology preferred.
- Proven executive skills in a nonprofit, academic, government, or business organization.
- Demonstrated leadership skills and willingness to work collegially and collaboratively.
- Demonstrated ability to write clearly and effectively.
- Strong inclination to communicate regularly and openly.
- Experience with preparing and implementing or overseeing plans, budgets, policies, and grants.
- Passion for natural resource conservation.

### Desired Attributes:

- Strength and experience in building effective partnerships and working collaboratively.
- Highly organized and self-motivated.
- Strong problem-solving skills and enthusiasm to learn.
- Willingness to travel, within Missouri and beyond, as needed to meet with people and understand issues.
- Personnally flexible and administratively nimble, exhibiting a positive attitude, not easily discouraged.
- Familiarity with the Ozark region and an understanding of Ozark and Missouri culture a strong plus.

## **Specific Duties:**

### LAD Foundation Leadership

- Supervise the St. Louis office and stewardship program staff.
- Maintain constant communication and work collaboratively with the Pioneer Forest Manager.
- Represent the foundation to major partners and the general public in Missouri and beyond in meetings, conferences, and publications.
- Provide staff support for the foundation's board of directors and its Executive and Stewardship committees: arrange for calls, meetings, and conferences, internally or with partners as needed, attend to and archive agendas, reports, minutes, and correspondence.
- Work with executive committee and board on L-A-D organizational structure, staffing needs, delegations of authority, charitable mission, and fiduciary responsibilities.
- Work with senior business, stewardship, and forest staff and board on development, execution, and oversight of the annual budget.
- Oversee contractors and consultants, including legal advisors working on foundation matters.

### Stewardship

- Supervise the stewardship staff and program on foundation-owned lands including Pioneer Forest: prescribed fire and ecological management, recreation, research, and budget oversight.
- Execute and update the foundation's land consolidation plan in collaboration with Pioneer Forest and stewardship staff and board.
- Assist in a variety of management planning activities for L-A-D legacy lands, scenic easements, and designated areas of Pioneer Forest.
- Encourage staff to prepare stewardship grant applications; oversee reporting and fulfillment.
- Encourage research and publication by staff and others regarding L-A-D lands and management.

### Advocacy, Public Policy, & Collaborative Partnerships

- Provide leadership on matters of public policy relevant to the foundation, such as stewardship of national, state, and private parks and forests, Ozark Riverways, and wild and natural areas; work with various agencies, organizations, and the board to achieve L-A-D goals.
- Develop mission-driven initiatives for consideration by the board and staff, such as collaborative research on uneven-age management and regeneration, encouragement of new markets for shortleaf pine in Missouri, forest certification, and regional programs to encourage better management of private woodlands.

### Education and Outreach

- Review the L-A-D website and communications, marketing and social media efforts and assess need for professional advice; also assess need for economic and ecological services studies.
- Conceptualize, oversee, and publish the foundation's annual report and other outreach materials.
- Oversee the coordinated efforts for a successful annual BBQ dinner at the Pioneer Forest campus in Salem and for other events, tours, and conferences.

To learn more about the L-A-D Foundation visit [www.ladfoundation.org](http://www.ladfoundation.org).

Please submit a cover letter and resume to [search@ladfoundation.org](mailto:search@ladfoundation.org). Include "L-A-D Foundation Manager" in the subject line. Please note, hiring will be conducted on a rolling basis, with initial interviews via Zoom likely in February.

### **EOE Statement:**

The L-A-D Foundation is an equal opportunity employer. We do not discriminate on the basis of age, race, creed, country of origin, or gender.