



Vice President of Conservation, Latin America

Description

About National Audubon Society

The National Audubon Society is a nonprofit conservation organization that protects birds and the places we need today and tomorrow. They use science, advocacy, education, and on-the-ground conservation throughout the Americas. Audubon's state, regional, national, and international programs, nature centers, and chapters have an unparalleled wingspan that reaches millions of people each year to inform, inspire, and unite diverse communities in conservation action. As sentinel species, they recognize that the fate of birds is inextricably tied to the fate of us all.

Audubon has more than 700 staff working across the United States and seven countries in 17 state and regional offices, 41 nature centers, and 23 wildlife sanctuaries. Together as one Audubon, they aspire to alter the course of climate change and habitat loss, leading to healthier bird populations and reversing current trends in biodiversity loss.

Audubon is committed to a culture of workplace excellence, where their talented and diverse staff are deeply engaged with a strong sense of belonging. The birds Audubon pledges to protect differ in color, size, behavior, geographical preference, and countless other ways. By honoring and celebrating the equally remarkable diversity of the human species, Audubon will bring new creativity, effectiveness, and leadership to their work throughout the hemisphere.

About National Audubon Society Americas

Audubon's new strategies in Latin America, the Caribbean, and Canada represent a new chapter in the evolution of Audubon in which they broaden their focus to protecting birds and the places they need over their entire life cycles.

This hemispheric approach stems from the recognition that the majority of vulnerable bird species found in the U.S. spend most of their lives in Canada, Latin America, and the Caribbean, which have some of the world's most biodiverse landscapes and seascapes. The Neotropical Realm alone has 41% of all bird species on Earth, and Canada is North America's bird nursery. Throughout the region, this biodiversity is at risk of habitat loss and environmental degradation. And in most countries, conservation efforts have not kept pace with economic growth and intensifying pressure on natural resources.

Audubon Americas has developed an ambitious plan to address conservation shortfalls in Latin America and the Caribbean by applying Audubon's conservation expertise and regional experience in innovative new ways. Over the next five years, they are targeting 10 million hectares (25 million acres) of prime ecosystems that are important for priority birds and wildlife and human well-being.

About the Role

The Vice President of Conservation Americas will be a proven leader responsible for developing and implementing innovative conservation strategies and overseeing programs and projects throughout Latin America and the Caribbean.

This person will directly manage a team of Audubon Americas' Country and Conservation Strategy Directors. Audubon Americas has a staff and work presence in more than seven countries in Latin America and the Caribbean (Colombia, Costa Rica, Chile, Panamá, and the Bahamas) with an ambitious plan to expand in the coming years.

This position partners with the Vice President for Boreal Conservation, Audubon's Conservation Strategy Vice Presidents, Chief Scientist, and Science team, and United States-based state and regional leadership to ensure deep integration of their conservation work and partnerships throughout the hemisphere.

As a senior leader at Audubon, you will be a key representative of the organization's conservation priorities with decision-makers, external partners and coalition, thought leaders, the philanthropic community, and the public. The Vice President is expected to champion and implement strategies that nurture an inclusive, healthy work culture while upholding organizational values.

This is a high-profile position with the potential to grow Audubon's reach and effect change across Latin America and the Caribbean at the local, regional, national, and international levels. The Vice President will report to the Senior Vice President of Audubon Americas. They will serve as a standing member of Audubon's Senior Leadership Team.

The Vice President will be based in Washington, DC (USA) or any country in the Americas.

Duties and Responsibilities

- Lead development and implementation of conservation strategies for the Americas Program that aligns with Audubon's overall strategic plan and conservation goals, supporting program development and coordination and providing strategic direction to advance the priorities in Latin America and the Caribbean.
- Manage Country and Strategy Directors, providing leadership, direction, and mentorship to ensure Audubon America's senior leaders have clear goals and work plans, and meet organizational and programmatic deliverables. Support leaders in recruiting and retaining high-quality staff and consultants.
- Lead integration of equity, diversity, inclusion, and belonging values into Audubon Americas' strategies and work, including exterior-facing projects, partnerships, internal work plans, and workplace culture.
- Serve as an external spokesperson for Audubon Americas throughout the region to raise the profile and visibility of their priorities and conservation impact with stakeholders, funders, partners, decision-makers, and the public.
- Partner with Finance and Development to help track and meet revenue goals, produce accurate and digestible reporting, support good programmatic decision-making, and ensure compliance and operational efficiency.
- Ensure project and grant goals are achieved and reported efficiently and satisfactorily. Manage impact goals and key performance indicators dashboard, ensuring an efficient reporting system is in place for quarterly and annual reviews and reports.
- Provide leadership and support for Audubon Americas' fundraising and business development opportunities, assisting with cultivating new and existing major donors, foundations, corporations, and government agencies to expand new funding and sources significantly.
- Help oversee and enhance processes and procedures that allow for efficient and smooth functioning operations throughout the Americas' program. Ensure compliance with National Audubon Society (NAS) policies and procedures and alignment with short- and long-term objectives.
- Participate in the formulation and evaluation of broad policies and/or long-term programs and provide recommendations for improvement.

Skills and Experience

- Degree in ecology, conservation biology, natural resources, sustainable development, engineering or a relevant field and a minimum of 10 years of related experience.
- Master Degree is an advantage.
- Strong leadership skills with an entrepreneurial spirit and strong business and management skills; demonstrated ability to inspire and motivate staff, volunteers, donors, and potential partners is a must.
- Biodiversity and conservation expertise are essential. Bird and habitat conservation experience is preferred.
- Demonstrated experience in a highly matrixed, complex organization.
- Strong management background, including the ability to motivate, lead, set objectives, and manage the performance of a multi-disciplinary team.
- Demonstrated success in fundraising, including experience with major donors, foundations, corporations, and government funders.
- Outstanding interpersonal skills, judgment, and a demonstrated ability to collaborate and build coalitions with a wide range of individuals and organizations at the local, regional, national, and international levels.
- Demonstrated experience overseeing complex or multiple projects through to success, including meeting financial goals and project deadlines and coordinating the work of key staff and partners.
- Substantial public speaking experience and the ability to effectively represent Audubon Americas with internal and external stakeholders. Written and verbal fluency in English and Spanish is required.
- Directs, prepares, presents, and/or participates in negotiations of project proposals with governmental, bilateral, and/or multilateral agencies.
- Comfort and interest in leveraging technology to maximize conservation impact and network engagement.
- Strong commitment to Audubon's equity, diversity, inclusion, and belonging (EDIB) values, a proven track record of success in managing diverse teams and volunteers, and the ability to integrate EDIB values into conservation strategies and policy work.
- Willingness and ability to travel routinely throughout the Americas and elsewhere as required. Approximately 30% of the time in a year.

EEO Statement:

The National Audubon Society is a federal contractor and an Equal Opportunity Employer (EOE). All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status. They are committed to a policy of nondiscrimination, inclusion, and equal opportunity and actively seek a diverse pool of candidates in this search.

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