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FRIENDS OF ACADIA Bar Harbor, ME

President and CEO

BACKGROUND

Twenty-five years ago the founders of Friends of Acadia envisioned a membership-based, volunteer-powered organization that would translate their love for Acadia National Park into tangible good work and support for the park. A generation later—with millions of dollars granted and tens of thousands of volunteer hours donated—their vision is a reality and a valued resource. Today, Friends of Acadia is the park's most passionate and knowledgeable supporter and non-profit partner. The organization raises private funds for the park and related projects in surrounding communities, advocates for funding and policies before the U.S. House of Representatives and Senate, defends the park against threats, and gathers and leads a corps of dedicated volunteers who work on stewardship and other projects.

Friends of Acadia is a 501(c) (3) nonprofit organization, independent from Acadia National Park. Its mission is to preserve, protect, and promote stewardship of the outstanding natural beauty, ecological vitality, and distinctive cultural resources of Acadia National Park and surrounding communities for the inspiration and enjoyment of current and future generations. FOA works in partnership with Acadia National Park to create and/or fund programs that the National Park Service, particularly in view of ever-decreasing funding, would otherwise not create or fund on its own. FOA does not replace or duplicate the government's work in operating one of the most highly regarded national parks in the country, but rather adds a margin of excellence to the park beyond what the government can do, leveraging private funds to maximize federal dollars.

Included in its long list of accomplishments, Friends of Acadia has:

- Raised funds for the rehabilitation and ongoing maintenance of Acadia's 130-mile trail system, making it the first endowed national park trail system in the country.
- Challenged Congress to appropriate \$4 million to reconstruct Acadia's 44-mile carriage road system and raised funds to create a matching endowment to maintain the park's carriage roads in perpetuity.
- Purchased for protection 25 acres on Acadia Mountain that were threatened with imminent development.
- Co-developed and co-funded the fare-free, propane-powered Island Explorer public bus system and obtained funds to expand it. Results: reduced vehicular traffic and emission pollutants.

- Halted proposed clear cut and negotiated a more sensitive timber cutting on 1,600 acres of land along the park's Schoodic border.
- Raised funds and purchased 369 acres of land for the Acadia Gateway Center and worked with partners to successfully advocate for millions of dollars in congressional appropriations to lessen the impact of traffic in the Mount Desert Island region.
- Reconstructed the Schooner Head Path, the wheelchair-accessible Jesup Path, and Canada Cliffs Trail through the Acadia Trails Forever partnership.
- Forged strategic relationships with Maine Coast Heritage Trust and L.L. Bean, among others.

To see a full list of FOA accomplishments, go to:

http://www.friendsofacadia.org/accomplishments_milestones.pdf

Annually, over 1,000 Friends of Acadia stewardship volunteers contribute thousands of hours in Acadia National Park, clearing drainage along carriage roads to reduce erosion, re-opening and maintaining vistas, cutting along park boundaries for fire protection, creating and maintaining village connector trails, and reconstructing existing and abandoned trails. Friends of Acadia provides transportation, tools, training, and the salaries of two field crew leaders to organize volunteer activities through the summer. To learn about specific FOA projects, go to <http://www.friendsofacadia.org/projects.shtml> FOA recently completed a strategic plan whose major goal will be met by 2016, the 100th anniversary of both Acadia National Park and the National Park Service. This goal states, "FOA is a recognized leader in balancing the visitor experience with preservation and protection in Acadia National Park in the face of increased usage. That goal will be achieved through "balanced use", "generational stewardship" and "natural resource sustainability".

In March 2011, the National Park Conservation Association honored FOA with its annual Marjory Stoneman Douglas Citizen Award, recognizing FOA's conservation partnership with the National Park Service and its strong, effective advocacy for Acadia. Located in Bar Harbor, Maine, Friends of Acadia employs ten full-time staff and operates with a budget of more than \$3 million. For more information about Friends of Acadia go to <http://www.friendsofacadia.org>

THE POSITION

The president is the chief executive officer of Friends of Acadia and is responsible for successful implementation and oversight of all aspects of running the organization, including conservation, stewardship, development, external relations, governance and general management. He/she reports to the board of directors through the board chair and is a voting member of the board. In consultation with the board, the president sets the direction and tone of FOA, manages a staff of ten, implements recommendations from the strategic plan and represents the organization to the public. He/she works closely with the park superintendent, as well as with other partners and the National Park Service, Washington officials, U.S. Congress, the Maine Legislature and local governments to advance Friends of Acadia's mission.

Friends of Acadia is one of the most highly regarded and respected "Friends" organizations in the national park system. The new president will have the opportunity to continue to build on this well

deserved reputation in carrying out the mutual goals of FOA and the park. The President of FOA plays a highly visible role in the community and he/she will garner the respect earned by former presidents. The successful candidate will display leadership attributes of integrity, vision, excellent communication skills, solid judgment and passion for the mission. He/she will promote and sustain a consistent Vision of the Future for the organization.

RESPONSIBILITIES

Management

- Oversees a staff of ten with three direct reports: directors of development, finance and conservation.
- Leads, motivates, inspires, supervises and holds accountable an experienced and capable staff, while maintaining and continuing to foster an environment of collaboration and collegiality.
- Fosters open communication and a smooth working relationship with the park superintendant and other partner organizations to support mutually agreed upon goals.

Finance

With Director of Finance and Administration:

- Delivers private grants to park and community and ensures compliance with Memoranda of Agreement and Memoranda of Understanding.
- Guides creation of annual budget and achievement of approved results.
- Supports Investment and Finance Committee in prudent management of endowments and other invested funds.
- Engages in annual audit by independent CPAs selected by the board.

Development

With Director of Development:

- Guides creation of annual development plan, setting goals for new and renewing members, annual fund, major giving, special events, foundation and capital programs and branding and social marketing technologies.
- Supports volunteers in their special event efforts, particularly the annual benefit auction committee.
- Maintains, champions and articulates FOA's mission with the public, including existing and newly identified prospective donors, communicating on a regular basis with funders and aggressively building new relationships and revenue sources in the face of increased local needs and decreased government funding for Acadia National Park.

Conservation and Stewardship

With Conservation Director:

- Develops and executes advocacy programs, policy initiatives and partnerships that preserve and protect Acadia National Park and surrounding communities.
- Forges alliances with local, regional and national nonprofits, and mobilizes citizen coalitions through outreach and education to defeat sudden threats to the park.

- Develops funding opportunities to supplement in-park programs to assist the National Park Service in managing Acadia National Park.
- Deploys and supports a corps of dedicated volunteers to work on park and community conservation projects.

External Relations

- Serves as the spokesperson and public face of FOA inspirationally promoting the understanding of the importance and relevance of FOA's work — with members, volunteers, partners and local, state and federal governments and legislators.
- Advances the cause of Acadia National Park and park philanthropy within the National Park Service and regional offices as well as the Interior Department, the Friends Alliance, the Maine Legislature and the U.S. Congress and Senate.
- Works with Maine Coast Heritage Trust and other partners to leverage skills and resources to achieve effective and efficient outcomes of mutual interest in park and community projects including, in particular, land acquisition and preservation.
- Rigorously maintains the organization's positioning as nonpartisan and non-electoral, and works smoothly and respectfully with elected and agency officials focusing on FOA's mission.

Governance

- Recommends internal and external policies, programs and courses of action for board consideration; works closely in this area with the board's Governance Committee.
- Supports and works with the board in major gift fundraising and recruitment of new board members.
- Harnesses the strength of an engaged and committed board to assist board members in setting strategic goals and enhancing human and financial resources to assure continued growth and success.

QUALIFICATIONS

Professional

- Evidence of interest in and commitment to conservation, national parks or other protected areas.
- A commitment to preservation and the protection of park resources and to the quality of visitor experience; understanding of the National Park Service is desirable.
- Recognition and understanding of the complementary strengths of the park and FOA and how those strengths can be channeled to best effect.
- Ability to create a coherent vision and inspire others to promote that vision.
- Effective management skills to supervise a highly capable staff and implement and execute a complex budget.
- Successful track record of working with a board and development team to plan and execute effective and innovative ways to increase fund raising revenue.
- Experience in implementing a strategic plan, including the ability to define needs and assess which program activities have worked and which may need to be changed, adapted, or eliminated.
- Ability to create new ways of achieving or exceeding strategic goals.

- Superior analytic ability to lead a process of continuous improvement.
- Credibility — able to earn the respect and trust of an active, engaged, committed and empowered board.
- Strong communication skills and the ability to work with diverse groups, partners, board members, donors, volunteers and communities, in a facilitative, non-threatening manner.
- Ability to clearly articulate park needs and FOA's partnership role to groups ranging from legislators to philanthropists to board members to non-park supporters; lobbying experience highly desirable.

Personal

- Positive outlook and demeanor with stature and presence to represent Friends of Acadia to its multiple and varied constituencies.
- Multi-faceted — strategic, diplomatic, straightforward, adaptable with sound judgment and emotional intelligence.
- Self-starter with high energy, optimism, self-confidence, good humor and resilience.
- Nimble — able to change course when necessary.
- Empathetic and inclusive, with superior interpersonal skills and comfort level across broad economic and social boundaries.
- Visionary, big picture thinker who is also grounded in reality.
- Personal and professional integrity.
- Passion for the mission of Friends of Acadia.

COMPENSATION

An attractive and competitive compensation and benefit package commensurate with level of experience is offered.

FOR MORE INFORMATION, PLEASE CONTACT

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This position description is based upon material provided by Friends of Acadia.
Friends of Acadia is an equal opportunity employer.