



ALFORD GROUP EXECUTIVE SEARCH | Strengthening not-for-profits

1603 Orrington Avenue
Evanston, IL 60201-3841

847 425 4112
847 425 4114 (fax)
www.ag-es.com



**Executive Director
Opportunity Guide**
<http://www.albc-usa.org/>

Mission

Ensuring the future of agriculture through genetic conservation and the promotion of endangered breeds of livestock and poultry.

Founded in 1977, The American Livestock Breeds Conservancy (ALBC) is the only not-for-profit membership organization in the U.S. working to conserve rare breeds and genetic diversity in livestock. These breeds are threatened because agriculture has changed. Industrial food production now favors the use of a few highly specialized breeds selected for maximum output in a controlled environment. Many traditional livestock breeds have lost popularity and are threatened by extinction. These traditional breeds are an essential part of the American agricultural inheritance.

The American Livestock Breeds Conservancy protects genetic diversity in livestock and poultry species through the conservation and promotion of endangered breeds. These rare breeds are part of our national heritage and represent a unique piece of the earth's biodiversity. The loss of these breeds would impoverish agriculture and diminish the human spirit. We have inherited a rich variety of livestock breeds.

The American Livestock Breeds Conservancy's programs include research on breed population size, distribution and genetic health; research on breed characteristics; gene banks to preserve genetic material from endangered breeds; rescues of threatened populations; education about genetic diversity and the role of livestock in sustainable agriculture; and

Boston | 617 716 9281

Chicago | 847 425 9800

Seattle | 206 548 0451

technical support to a network of breeders, breed associations, and farmers. The need for livestock conservation is urgent. Throughout agricultural history, each generation has taken its turn as steward of the genetic trust. This generation is now in danger of bankrupting this trust and leaving little for the future. Each day, some breeds move closer to extinction. Each extinction reduces the diversity within the livestock species and the biodiversity of the Earth.

ALBC is governed by a 20-member Board of Directors, which is engaged and fully committed to supporting the work of ALBC. A committed staff of eight and a technical advisor provide support, advocacy, and dedication to the mission of ALBC. Information on the staff can be found at <http://www.albc-usa.org/staff.html>. ALBC has an annual cash budget of \$865,000 and revenue is raised from a variety of sources including membership dues, gifts from individuals, corporations and foundations, and government resources.

Recently, the Board of Directors has been developing a Succession Plan in anticipation of the upcoming retirement of the current Executive Director, Charles “Chuck” Bassett, who joined the team at ALBC in 2002. He will be retiring in June of 2012. The office is currently located in Pittsboro, North Carolina, 27312.

The Opportunity: Executive Director

The Executive Director, while retaining internal management and oversight responsibilities, is expected to serve as the primary external face of the organization to its various constituencies. The Board desires a candidate who will lead the organization from its current position, bring strong financial expertise, and build on further organizational growth as defined by the current vision and a collaboratively developed strategic plan.

The Executive Director role at ALBC will provide an experienced and successful leader with the opportunity to oversee a well-regarded and unique conservation organization that is making a substantial societal impact as part of the larger movement toward local, sustainable agriculture in the United States that promotes genetic diversity. Reporting to and working closely with a highly-engaged Board of Directors, the Executive Director will oversee all aspects of the organization, including vision-setting and strategic planning, fund development, staff management, finances, programs and membership. The selection process will focus on past leadership success in similar organizations and a demonstrated passion for, and full commitment to advocating the mission of The American Livestock Breeds Conservancy.

Performance Objectives

Leadership and Management

- Provide visionary leadership in the formulation and successful execution of ALBC’s goals and strategies in the conservation movement.



- Appreciate and cultivate an understanding of the mission while viewing organizational decision-making and change management through the lens of this mission and in keeping with the unique culture.
- Develop and implement measurable objectives, strategies, budgets, funding strategies and timelines.
- Provide collaborative leadership in maintaining a positive and productive working relationship among the Board of Directors, ALBC staff, membership, partner organizations and volunteers.
- Lead, develop, motivate, supervise and maintain a highly effective, productive and cohesive staff with both professional/technical expertise and operational talent.
- Provide values-based leadership and inspiration to motivate staff to serve their roles and the mission to the greatest degree possible.
- Regularly provide the Board with thoughtful analysis of ALBC's performance and areas of need.

Board Relations and Philanthropy

- Partner with the Board in the development and implementation of the strategic plan, seeking to adapt the plan to meet the vision for the future.
- Establish aggressive but feasible fundraising goals that challenge and motivate staff, donors, and partners in order to grow the scope of the organization in the future.
- Building on a recently completed development assessment, develop and implement plans to engage, cultivate and solicit prospective donors.
- Nurture and expand the donor and membership bases as a foundation for greater unrestricted support.
- Working with the Nominating Committee, be supportive of and a resource to the Board Development/Nominations process to ensure that new leadership, who bring the skills and experience to lead the organization toward its vision, is continually added to the Board.
- Serve as the chief external fundraiser, identifying and cultivating major prospective donors and maintaining positive relations with current and past contributors of significant gifts.

Membership and Community Outreach

- Ensure that programs are mission driven, in line with strategic plan goals, and support the needs and purpose of membership and the field.
- Expand and enhance ALBC's presence in the conservation community through networking, speaking and community leadership.
- Serve as the primary ambassador of ALBC and its mission to the membership and broad public.
- Oversee membership recruitment, cultivation and communication efforts; seek to grow membership base significantly.



- Develop and maintain good relations with governmental partners, like-missioned organizations, supporters (private foundations, corporations, and philanthropic individuals), and educational institutions throughout the United States.

Financial Management

- Develop an annual operating budget and ensure that the organization operates within budget guidelines. Regularly monitor budgets and cash flow statements.
- Maintain consistent reporting on the organization's financial position and outlook and ensure fiscal responsibility.
- Provide accountability for all financial matters and be able to respond promptly to inquiries for information.
- Ensure that accurate and timely financial records and documents are maintained and are in compliance with all federal, state and local laws.
- Demonstrate fiscal responsibility and efficient use of all organizational resources.
- Support the work of the Finance Committee to oversee ALBC's quasi-endowment and reserve funds.

The Qualified Candidate

The American Livestock Breeds Conservancy seeks a mission-driven executive with strong relationship, communications and organizational skills. He or she will have a proven and measurable history of success with strategic planning, fundraising, and staff management and motivation, or similar and transferable skills. The successful candidate will be a goal-oriented, accomplished leader who is passionate about and committed to the mission and values of ALBC.

Specific requirements include:

- A Bachelor's degree required, advanced degree desired; science, conservation, or non-profit management experience preferred.
- 7-10 years of progressive experience in leadership and management.
- A demonstrated commitment to and passion for ALBC's mission and guiding principles; a commitment to working with and preserving livestock breeds.
- Proven ability to build strong external relationships with a variety of donors, volunteers, institutional funders, legislative members and other stakeholders.
- Experience in nonprofit management with a strong external focus preferred.
- A track record of providing leadership to fundraising programs and building diverse streams of private income.
- Proven success in building strong and productive work teams with a focus on mentoring and nurturing staff development.



- Strong analytic and strategic-thinking skills, with demonstrated ability to create, implement and monitor complex plans, and translate those plans into goals and concrete strategies.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships culminating in overall success.
- Strong moral ethics and integrity.

This position offers a competitive salary with benefits. All inquiries will be held in strict confidence. Although ALBC does not have its own medical insurance, it can provide coverage through an independent, outside group for full-time employees on an individual basis. In lieu of medical insurance, ALBC will annually make available to each employee up to 10% of his/her gross salary for reimbursement of approved medical expenses for the employee and/or his/her family. A 403-B Salary Reduction Plan is offered to all full-time employees after one year. This does not include any employer contribution.

The American Livestock Breeds Conservancy is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria. The organization values diversity and believes that a diverse staff with diverse talents allows us to achieve organizational, strategic and community goals.

ALBC's offices are located in Pittsboro, North Carolina. Pittsboro is located twelve miles from Chapel Hill and the University of North Carolina, twenty-five miles from Durham, Duke and NC Central Universities, and thirty five miles from Raleigh, the state capital, NC State University, Meredith and Peace Colleges. At the geographic center of the state, it is one hundred fifty miles from Wilmington at the coast and the same from Boone in the Blue Ridge Mountains.

To Apply

The search is being managed by Heather A. Eddy, CFRE, President and COO of Alford Group Executive Search. To apply, candidates should submit their cover letter and resume and complete the online application at <http://ag-es.kintera.org/applicant>. All inquiries will be held in strict confidence. **No applications will be accepted via email.** Questions may be addressed to Kathryn Sime at ksime@alford.com.

Alford Group Executive Search (www.ag-es.com) is a retained search firm dedicated to providing recruitment services of exceptional quality and strengthening the not-for-profit community through professional staffing solutions.

