In addition to having the vision, passion, commitment and ability to protect public land in New Mexico, the successful candidate should demonstrate strengths in many of the areas indicated below.

EDUCATION
S/he will have a degree or significant studies in land conservation, wildlife biology, environmental protection or similar areas of emphasis, or equivalent in work history and experience.

WORK EXPERIENCE
PUBLIC LAND CONSERVATION
- Direct involvement in campaigns to conserve public lands.
- Coalition building and other efforts to garner public support for public land conservation.
- Collaboration with federal, state and local elected officials, as well as land management agencies, to advance legislative and administrative protections for public lands.
- Knowledge of public lands politics and history.
- It is desirable that the candidate have experience in New Mexico related to public land protection and/or familiarity with current and prospective campaigns in New Mexico to increase public land protection.
- Experience working in culturally rich and diverse communities.

MANAGEMENT
- Supervisory roles, preferably with regard to public land conservation or other work related to environmental protection.
- Institution-building experience taking organizations to the next level of effectiveness.
- Demonstrable leadership, strategic thinking and planning skills, and ability to lead and coach staff.
- Experience in achieving and maintaining effective relationships with Board of Directors, and effectively engaging the Board in the pursuit of the organization’s mission.
- Familiarity with “at will” employment and experience in reviewing job descriptions and carrying out performance evaluations.

FINANCE AND BUDGETING
- Familiarity with financial statements, ability to understand operating results and detect trends.
- Experience in developing and monitoring operational and campaign budgets.
COMMUNICATIONS SKILLS

- Experience cultivating and working effectively with Board of Directors, including Chairperson and specific committees.
- Excellent writing skills with the ability to develop written presentations, including reports to the Board of Directors, “op ed” material for local publications, articles for NMWild newsletter and internet site.
- Ability and experience in oral presentations, for instance with editorial boards, small groups and large conferences.

FUNDRAISING

- Demonstrable experience in developing and successfully implementing an organization-wide fund-raising effort, including foundation, individual and legacy giving.

NATIONAL CONTACTS AND RELATED EXPERIENCE

- Familiarity with Wilderness Legislation and Antiquities Act opportunities, including interaction with legislators, executive branch decision makers, and the several national conservation organizations that provide logistical support for local campaigns.
- Experience with federal agencies responsible for managing public lands.

SPECIAL JOB REQUIREMENTS

- Commitment to working with a small non-profit organization with modest resources.
- Dedication to fostering a positive, respectful and friendly work environment in the main office in Albuquerque and in the various offices around the state.
- Ability to work long unpredictable hours, including weekends as needed.
- Ability to travel frequently in New Mexico and as needed to Washington DC and Colorado, Texas, Arizona and elsewhere.