



LEMUR  
CONSERVATION  
FOUNDATION

## LEMUR CONSERVATION FOUNDATION EXECUTIVE DIRECTOR POSITION PROFILE

### LCF Background

The Lemur Conservation Foundation (LCF) was founded in 1996 to ensure the survival of lemurs and the forests of Madagascar. Today, 95% of over 100 lemur species are threatened with extinction primarily due to the alarming rate of habitat destruction in Madagascar, the only place where lemurs exist in the wild. LCF works to prevent lemur extinction through programs in managed breeding on our reserve in Myakka City, Florida, scientific research, conservation education, and art, as well as through habitat protection and community development initiatives in Madagascar.

LCF's protected forest habitats in Florida are a fundamental aspect of our mission to save lemurs. To keep up with the successful growth of our lemur colony, we secured funding through a three-year (2016-2018) \$2.2M capital campaign to create a third forest habitat (increasing the number of forest lemur groups from six to nine) and build a third lemur shelter, to increase total capacity to house up to 60 lemurs and fully participate in managed breeding recommendations.

LCF's conservation breeding program was established to preserve and contribute to the worldwide genetic pool of lemur species. As part of the Association of Zoos and Aquariums (AZA), LCF participates in lemur Species Survival Plans to ensure the long-term health and viability of the populations. LCF's lemur colony includes over 50 individuals and six species, two of which are critically endangered. The 130-acre reserve includes LCF's trademark multi-acre forest habitats that provide an enriching and naturalistic environment for the lemurs.

LCF's forest habitats also provide an opportunity for scientists from around the world to study the behavior of lemurs in a naturalistic environment. Studies conducted at the reserve inform the scientific and conservation communities about lemur behavior and capabilities. To help inspire and train the next generation of primatologists and conservationists, LCF also hosts Field Schools for universities throughout the U.S.

LCF participates in outreach and education programs which include presentations about lemurs to local schools and community centers and private tours of the reserve. The reserve's Mianatra Center for Lemur Studies houses an extensive collection of lemur books and lemur and conservation-themed artwork to stimulate both the minds and hearts of visitors. LCF also increases awareness of lemurs through the distribution of our Ako Conservation Education materials to schools and zoos in the U.S. and Madagascar.

In Madagascar, LCF's primary effort is supporting Anjanaharibe-Sud Special Reserve (ASSR) and Marojejy National Park and the neighboring communities. On-the-ground programs include eco-tourism and improving the livelihoods of community members by supporting agricultural training, tree nurseries, health initiatives, and educational opportunities for elementary and graduate students, including overnight class trips to ASSR and Marojejy with nature guides. For most students, this is their first opportunity to learn about and develop a personal connection with the wonderful biodiversity of their island.

Learn more about the Lemur Conservation Foundation – its mission, leadership and history – by visiting <http://www.lemurreserve.org>.

*"...dedicated to the preservation and conservation of the primates of Madagascar through managed breeding, scientific research, education, and art"*



LEMUR  
**CONSERVATION**  
FOUNDATION

## **EXECUTIVE DIRECTOR POSITION SUMMARY**

The Executive Director will have overall strategic management and operational responsibility for the Lemur Conservation Foundation (LCF). Reporting to the Board of Directors, the Executive Director plans, coordinates, and directs the day-to-day operations and long-term management of the LCF.

S/he will lead the strategic planning, advance the organization's mission, oversee operations at home and abroad, and ensure and advance its financial sustainability.

The Executive Director is responsible for ensuring that the LCF's strategic plan, objectives and goals as approved by the Board are implemented and fulfilled.

S/he will have broad knowledge of conservation/wildlife/primate programs, non-profit operations, and organizational business planning.

The Executive Director is ultimately accountable for the fiscal health and stability of the LCF, ensuring its programs are developed, administered and completed according to plan and on budget. S/he serves as the primary liaison with the LCF's Board of Directors, staff, various partners, other key stakeholders and the general public.

### Reporting Relationships:

- Reports to: LCF Board of Directors
- Supported by: Scientific Advisory Council
- Supervises: All the LCF employees including, but not limited to Conservation & Research Director, Conservation Program Assistant, Conservation Program Manager, Veterinarian, Curator of Primates, Keepers (3), Husbandry Interns, Education Manager, Reserve Manager and any independent contractors to the LCF.
- Location: Ideally position would be based in Sarasota/Manatee, FL region



LEMUR  
CONSERVATION  
FOUNDATION

## **KEY RESPONSIBILITIES OF EXECUTIVE DIRECTOR**

With an annual budget of roughly \$900,000 and a \$5MM endowment, LCF uses its resources to further the preservation and conservation of the primates of Madagascar through managed breeding, scientific research, education, and art. The successful candidate will have the leadership and communication skills necessary to articulate, develop, present, and implement LCF's vision, strategies and programs, while working closely with the Board and staff.

### Strategic Planning & Strategic Implementation

LCF is a global leader in the conservation of the primates of Madagascar. The future success of the LCF depends on continuing to develop strategic partnerships, programs, and growing the LCF's functional organizational capacity.

- The Executive Director will be responsible for stewarding the organization-wide strategic plan and ensuring LCF is always guided by its mission and has current short- and long-term goals, objectives and outcomes for LCF's overall organizational health and effectiveness. S/he will work to oversee the implementation of the strategic plan.
- S/he must be able to articulate an aspirational vision and long-term strategic plan for LCF that energizes all constituencies and ensures its continued leadership in conservation of the primates of Madagascar.
- S/he will ensure that LCF is compliant with all state, federal, and international laws, policies, and treaties relating to wildlife management.

### Financial Leadership, Steward of LCF Resources & Active Fundraiser

LCF is primarily funded through contributions and grants. LCF continues to grow a national base for philanthropic support. Recently, through private donor support, LCF built an endowment fund of more than \$5,000,000, which allows LCF to support its annual recurring operating expenditures. LCF continues to explore new sources of funding and opportunities for shared resources through partnerships.

- The Executive Director must effectively manage LCF's budget and ensure it meets revenue goals. S/He will also be expected to oversee LCF's development of a viable financial plan that ensures all resources are carefully monitored and fully leveraged through fiscally prudent leadership. S/he will be expected to grow, where possible, revenue streams as well as identify new sources for operating and program support and increasing the stewardship fund.
- S/he will work with the Board of Directors to define and implement fundraising strategies, direct donor solicitation and cultivation, and coordinate strategies and write grants.
- S/he will ensure the stewardship of LCF's facility and other capital resources. S/he will facilitate the design and implementation of new capital projects and ongoing maintenance.

*"...dedicated to the preservation and conservation of the primates of Madagascar through managed breeding, scientific research, education, and art"*



LEMUR  
CONSERVATION  
FOUNDATION

### Principal External Spokesperson

LCF is positioned to continue to increase its prominence within the international conservation field. This will require increasing its presence at key events, publications and overall marketing.

- The Executive Director will be the principal external spokesperson who represents LCF. S/he will leverage and engage LCF Board, Scientific Advisory Council, and staff where appropriate as spokespeople.
- As spokesperson, s/he will interact with other conservation leaders; work closely with LCF Board of Directors and Scientific Advisory Council; partner with public and business leaders; engage with university and research partners; cultivate donors; and address a variety of public forums.
- S/he will maintain a strong public presence with all stakeholders and will be persuasive in representing LCF's mission, programs, and impact to ensure ongoing support.
- S/he will work to build the brand of LCF as a vital, critically important component of wildlife conservation and, in connection with this, ensure a pro-active communications strategy and process.

### Provide Inspiring Leadership to LCF Staff

LCF employees are passionately committed to the mission and strive to demonstrate daily the highest standards of professionalism. LCF staff will look forward to the leadership of an Executive Director with knowledge of employee development and motivation, as well as performance management and accountability systems.

- The Executive Director will foster an atmosphere in which teamwork is expected and rewarded.
- S/he will be expected to promote a culture of clear, consistent and open communication with all staff. S/he will be responsible for the hiring, evaluation, disciplinary action, terminations, motivation, and development of direct reports.
- S/he will set the standard for mutual respect and for meeting the highest professional standards. S/he will work to promote ongoing professional development and to ensure all employees are compliant with LCF policies.

### Board Related Duties & Responsibilities

LCF Board of Directors is a highly respected, passionate group of conservation leaders that actively serves as strategic advisors and supporters of the Executive Director. The scientific and conservation programs of LCF are advised by an elite group of scientists and conservationists called the Scientific Advisory Council.

- The Executive Director will present the strategic plan, annual operating budgets, and periodic financial reports to the Board, as appropriate.
- S/he will ensure the Board stays fully informed about LCF and all happenings related to LCF so that they may provide educated guidance and actively serve as advocates for LCF in the community.

*"...dedicated to the preservation and conservation of the primates of Madagascar through managed breeding, scientific research, education, and art"*



LEMUR  
CONSERVATION  
FOUNDATION

## IDEAL CANDIDATE QUALIFICATIONS

### Desired Qualifications & Other Requirements:

- Passion for LCF mission and wildlife conservation.
- At least ten years of progressive managerial and administrative responsibility; ideally at a conservation organization or related type of public/private organization.
- Desired Master's Degree or higher from a four-year college or university, or equivalent of educational and professional experience.
- A broad-based knowledge of wildlife conservation, ideally primate conservation, and an appreciation for LCF's programs.
- The vision and strength of leadership to develop and execute long-term strategic plans for an organization; Experience managing a complex organizational and financial structure.
- Proven success as a general manager with oversight of leadership, finance, fund-development, operations, and programs; Evident ability to prioritize and delegate responsibilities.
- A track record of financial management that includes revenue growth, expense management, and wise operating investment.
- Demonstrated, exemplary leadership of staff and other stakeholders; Experience working with a volunteer board of supporters, especially in keeping them informed, engaging them in strategic discussion, and mobilizing them in activities to which they are best suited, such as strategic planning, making connections, and fundraising.
- Proven communication, leadership, and relationship-building skills; Demonstrated community outreach ability and experience with diverse populations.
- Ability to work a flexible schedule which may include evenings and/or weekends and holidays.
- Availability for global, as well as US national travel.

## TO APPLY

Relevant Strategies & Solutions is managing the search for the Lemur Conservation Foundation. Interested candidates should send their resume and cover letters to [jmacauley@RSSconsultantsLLC.com](mailto:jmacauley@RSSconsultantsLLC.com). Resumes will be reviewed starting June 15, 2020.

*"...dedicated to the preservation and conservation of the primates of Madagascar through managed breeding, scientific research, education, and art"*