



**Executive Director
Owl's Hill Nature Sanctuary**

A Transformational Leadership Opportunity

After eight years of dedicated service, [Owl's Hill Nature Sanctuary \(OHNS\)](#) is preparing for an exciting new chapter. We seek a visionary Executive Director to lead this beloved organization into its next era of impact, growth, and community engagement.

With the completion of OHNS's first-ever [campus master plan](#)—aligned with an ambitious strategic vision—the stage is set for transformative leadership. As environmental challenges intensify, spaces like Owl's Hill have never been more vital. This is a rare opportunity to champion conservation, deepen community connections, and inspire future generations of nature enthusiasts and advocates.



OHNS is a strong and resilient organization, poised to expand its reach and amplify its mission. We invite a passionate leader to build on this legacy, ensuring that Owl's Hill remains a sanctuary for wildlife, a haven for discovery, and a beacon of conservation for years to come.

Mission

To provide a sanctuary for nature that inspires exploration and lifelong environmental conservation.

Vision

A world that values and protects nature.

Owl's Hill: A Legacy of Conservation, Education, and Connection

Born from the visionary generosity of Huldah Cheek Sharp, Owl's Hill began as part of Cheekwood before transforming into a sanctuary of wonder, discovery, and environmental stewardship. What was once an overgrown cattle farm has blossomed into a thriving 300-acre nature preserve, where over 2,000 species of flora and fauna find refuge, and visitors of all ages reconnect with the natural world.

For decades, Owl's Hill has been a beacon of conservation, education, and community engagement. With nearly five miles of trails winding through hills, forests, creeks, and meadows, it offers a haven for nature lovers, students, and families alike. Each year, more than 10,000 visitors experience hands-on environmental education, fostering curiosity, awareness, and a lifelong appreciation for the natural world.

As we look ahead, Owl's Hill remains steadfast in its mission—protecting precious natural resources, deepening connections with our community, and securing a sustainable future. Strengthened by the dedication of our supporters, we continue to grow, ensuring that this sanctuary flourishes for generations to come.

Owl's Hill is more than a place; it is a promise—to nature, to education, and to the future.

Executive Director Position Overview

The Executive Director will be the driving force behind Owl's Hill Nature Sanctuary's next chapter, providing visionary leadership, operational oversight, and strategic fundraising to ensure long-term sustainability and impact. **Fundraising includes leading a new capital campaign for the campus master plan.** Reporting to an engaged Board of Directors and guiding a dedicated team, this leader will honor OHNS's rich legacy while charting an ambitious path forward expanding its reach, deepening its influence, and inspiring a lifelong connection to nature for generations to come.

Key Responsibilities:

Strategic Leadership & Vision

- Implement and advance the strategic plan, uniting stakeholders around a shared vision.
- Stay informed on trends in conservation, education, and nonprofit leadership.

Fundraising & Resource Development

- Lead fundraising efforts, including a future capital campaign, donor cultivation, and special initiatives.
- Build and maintain relationships with major donors, corporations, and foundations.
- Oversee financial planning, ensuring fiscal responsibility and sustainability.

Operations & Program Oversight

- Ensure effective administration of programs, land and facilities management, and office operations.
- Align programming with the mission, ensuring high-quality educational and environmental initiatives.
- Maintain compliance with regulatory requirements and wildlife permits.

Community Engagement & Advocacy

- Strengthen relationships with donors, volunteers, government officials, and media.
- Serve as the public face of OHNS, promoting its mission through advocacy and outreach.
- Expand partnerships to increase visibility and impact.

Board & Staff Leadership

- Recruit, mentor, and manage staff, fostering a collaborative and mission-driven culture.
- Partner with the Board to ensure strong governance, strategic alignment, and fundraising support.
- Maintain financial oversight, compliance, and operational best practices.

This role requires a visionary leader with fundraising expertise, operational acumen, and a passion for nature conservation.

Priorities for the Ideal Candidate

Strategic Leadership & Vision

- Develop and articulate a compelling long-term vision that aligns with Owl's Hill's work of conservation, education, and community engagement.
- Foster a culture of collaboration, accountability, and inclusivity within staff, board, and community stakeholders.
- Anticipate and navigate challenges, identifying opportunities for innovation while maintaining organizational core values.



Fundraising & Financial Sustainability

- Design and execute a diversified, mission-aligned fundraising strategy.
- Cultivate and sustain relationships with major donors, foundations, and corporate sponsors, with an emphasis on securing transformational gifts.
- Lead and oversee a future capital campaign, endowment growth, and financial sustainability efforts.
- Ensure strong fiscal management, including budgeting, forecasting, and financial planning for long-term viability.

Operational & Team Leadership

- Oversee day-to-day operations, ensuring programs, staff, and resources align with strategic goals.
- Inspire, mentor, and manage a diverse team, fostering a positive and motivated workplace culture.
- Prioritize and manage multiple projects, balancing strategic planning with operational efficiency.

Community Engagement & Advocacy

- Strengthen relationships with stakeholders, including donors, volunteers, government officials, and community members.
- Advocate for Owl's Hill as a vital community asset, influencing local and state policy when appropriate.
- Mediate competing interests among stakeholders with empathy and diplomacy, fostering a shared sense of stewardship.

Communication & Public Relations

- Serve as the primary spokesperson, effectively conveying the mission, vision, and impact of Owl's Hill.
- Utilize storytelling to inspire commitment, emphasizing the ecological and personal benefits of time spent in nature.
- Listen actively to stakeholder feedback and integrate insights into decision-making.

Core Attributes

- Passionate about nature and deeply committed to conservation.
- Charismatic, transparent, and relationship-driven leader.
- Adept at balancing strategic vision with hands-on execution.
- This framework prioritizes the essential qualities and responsibilities needed to drive Owl's Hill toward sustainable growth and increased impact.



Compensation

This is a full-time, exempt, benefit-eligible position. The annual salary range for this position is \$85,000-90,000 commensurate with experience. Total compensation consists of a base salary plus a performance bonus.

Benefits include generous paid time-off, 10 paid staff holidays, healthcare stipend, workers compensation, and savings incentive match plan (SIMPLE IRA) option with up to 3% matching.

Start Date

September 2025

Application Process

Nonprofit Leadership LLC has been retained to facilitate the executive search. Interested candidates should submit a resume and letter of interest to elle@nonprofit-leadership.com. The letter should address their most significant fundraising success and how that experience will translate into advancing the mission of Owl's Hill Nature Sanctuary. Please reference the position title in the subject line of your email. Employment is conditional upon a satisfactory background check.

Application deadline: June 30, 2025, early applications are appreciated.

For additional information about this opportunity, please contact: Elle Benson, elle@nonprofit-leadership.com