

Executive Director
National Speleological Society
Huntsville, Alabama (hybrid)

The Moran Company [<https://morancompany.com/>] is pleased to partner with the National Speleological Society to recruit the organization's Executive Director.

The National Speleological Society (NSS), the nation's leading membership organization dedicated to caves and caving, seeks an accomplished and collaborative Executive Director to lead the Society's operations and help guide its next phase of organizational development.

Founded in 1941, the National Speleological Society [<https://caves.org/>] (NSS) is the largest membership organization dedicated to caves and caving. With over 8,000 members and over 250 local chapters, known as grottos, the NSS connects cavers so they can explore, study, and conserve caves worldwide.

The NSS has an annual operating budget of approximately \$1 million and a strong financial foundation. The Society hosts an annual weeklong convention that brings together cavers from around the world, as well as numerous regional events. The NSS owns 19 cave preserves and manages four preserves owned by others. The NSS is strongly committed to conserving underground environments, advancing cave and karst science, promoting responsible cave exploration, and fostering fellowship among those interested in caves. For more information, visit the NSS website at caves.org.

The NSS is a largely volunteer-run organization, with its programs, activities, and leadership supported by a dedicated network of volunteer leaders and members. Reporting to the Board of Governors, the Executive Director is responsible for the Society's day-to-day operations and for implementing the strategic direction and policies established by the Board. Working collaboratively with staff, Division Heads, and other volunteer leaders, the Executive Director provides organizational leadership, coordination, and support to ensure that NSS programs and operations advance the Society's mission and strategic priorities. The Executive Director oversees the organization's operations and manages and supports the Division Heads responsible for Communications, Education and Training, Conservation and Science, Facilities, Membership, Operations, and Accounting and Finance, while working closely with the many volunteers whose expertise, service, and leadership are essential to the Society's success.

The ideal candidate will bring at least ten years of relevant nonprofit management experience, a bachelor's degree or equivalent experience, and strong leadership, communication, organizational, and relationship-building skills. Experience in financial and risk management, conservation, cave and karst science, land management, or stewardship of protected lands is preferred, along with proficiency in contemporary workplace technology. The Executive Director must be able to anticipate strategic needs, manage competing priorities, delegate effectively, and collaborate with staff, volunteers, members, Board members, donors, partners, and government agencies. Key leadership priorities include strengthening organizational capacity and collaboration, increasing membership engagement and growth, expanding and diversifying financial support and staffing, and ensuring that programs, properties, and operations advance the Society's mission and strategic priorities.

The Executive Director will oversee NSS operations, staffing, systems, and resources to strengthen organizational effectiveness, support staff development, and ensure divisions and volunteers are aligned with the Society's strategic plan. The role will lead fundraising and development efforts, cultivate donor and external partnerships, pursue grants, and address organizational challenges as they arise. Financial responsibilities include overseeing spending, developing the annual budget with Board leadership, monitoring financial performance, and ensuring timely and accurate reporting. The

Executive Director will also work closely with the Board of Governors to assess organizational needs, advance strategic priorities, and provide regular updates on operations, finances, division activities, challenges, and accomplishments.

The National Speleological Society is headquartered in Huntsville, Alabama. The Executive Director is expected to work on site at NSS Headquarters at least three days per week. Relocation expense reimbursement may be available. The position requires periodic travel to NSS events and other meetings an estimated 20% of the year, although most work will be based in Huntsville.

The salary range is \$140,000 - \$150,000, depending on experience and qualifications. Benefits include health and dental insurance, 20 paid vacation days, paid sick leave and holidays, a 401(k) match, and life and disability insurance.

The search for the National Speleological Society Executive Director is being conducted by The Moran Company. To apply, submit a cover letter and resume through the secure online application portal link below. Resume should include a complete employment history, including months and years of service. For the best opportunity of being considered, applications should be submitted by November 6, 2026. Questions may be directed to Steven Byers via Steve.Byers (at) MoranCompany.com.

To view full position profile and APPLY:

<https://themorancompany.applytojob.com/apply/sgxOj60E30/Executive-Director?source=TNN>

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