

Nashville Tree
FOUNDATION
Since 1986

HYBRID IN NASHVILLE, TN

SALARY
$95,000 TO $105,000

OPPORTUNITY
EXECUTIVE DIRECTOR



ABOUT NTF

Nashville Tree Foundation (NTF) has been planting and protecting Nashville's urban forest since 1986. Chartered after Tennessee's Homecoming '86 celebration planted 1,986 trees across Davidson County, NTF has grown from a devoted, volunteer-led organization into a respected professional nonprofit that has planted more than 10,000 trees across Nashville and Middle Tennessee.

NTF's work reaches every part of the city. The Big Old Tree Contest has recognized nearly 1,000 Champion Trees since 1987. ReLeafing Day, born from the 1998 tornado recovery that raised $1 million and planted more than 6,000 trees, continues each year on the Saturday before Thanksgiving. NTF opened the Betty Brown Tree Trail and Arboretum, Nashville's first downtown arboretum, in 2015, and distributes thousands of free trees each year through Tree Spree, the Cherry Blossom Festival, and Earth Day. Hands-on education in Metro Nashville Public Schools, the Tree Stewards course, Canopy Connections, and the TreeLine community support program round out a growing slate of services.

OUR MISSION

To preserve and enhance Nashville's urban forests by planting trees in urban areas, identifying the oldest and largest trees in Davidson County, and educating the public about the value of trees.

1986	10,000+	~1,000
Year chartered	Trees planted	Champion Trees recognized



LEADERSHIP OPPORTUNITY

NTF has grown significantly over the past five years in revenue, programs, and community demand. The organization is now ready for an Executive Director who will lead the full operation day to day, partner with a committed board focused on governance and strategy, and guide NTF through its next phase of sustainable growth.

Reporting to the Board of Directors, the Executive Director will strengthen and diversify revenue, build lasting partnerships with Metro Nashville and the broader community, support and retain a talented staff, and position NTF as the city's trusted voice on the urban tree canopy.

HOW THE ROLE IS ALLOCATED

30% Fundraising and Donor Relationships
15% Partnerships with Metro, State, and Community Groups
10% Communications, Advocacy, and Awareness
15% Programs and Field Operations
5% Financial Management and Operations
15% Staff Leadership and Culture
10% Board Relations and Governance Support



QUALIFICATIONS

REQUIRED

- Five or more years of mission-driven leadership
- Proven fundraising success with major donors, grants, and sponsors
- Experience managing budgets and supervising staff
- A track record of working with a board to reach strategic goals
- Ability to build partnerships across government, nonprofit, business, and community stakeholders
- Strong written, verbal, and public speaking skills
- Available for some evenings and weekends, and able to take part in tree plantings

PREFERRED

- Experience leading a conservation, environmental, parks, or community-based organization
- Knowledge of urban forestry; ISA Certified Arborist credential a plus
- Familiarity with Nashville and Middle Tennessee civic and philanthropic networks

COMPENSATION

The salary range is $95,000 - $105,000 depending on experience and includes $300/month health insurance stipend. After 12 months of employment, a bonus structure is possible.

HOW TO APPLY

Nashville Tree Foundation has retained Nonprofit Leadership LLC to lead this executive search. Interested candidates should email a current résumé and a cover letter to elle@nonprofit-leadership.com with “Nashville Tree Foundation Executive Director” in the subject line. In your cover letter, describe the fundraising campaign you are most proud of. It does not need to be your largest, just the one that meant the most to you, and tell us why.

Applications will be reviewed on a rolling basis, and early applications are encouraged. The deadline to apply is Monday, November 23.