



Chief Program Officer

RECRUITMENT PROFILE

The people of the Sonoran Institute are passionate about the West and are dedicated to the conservation of its landscapes and quality of life. Based in Tucson, Arizona, the Institute thrives on collaboration and innovation, both culturally and through project execution.

The Sonoran Institute also has offices in Phoenix, Arizona; Bozeman, Montana; Glenwood Springs, Colorado; Sheridan, Wyoming; and Mexicali, Baja California.

CAREER OPPORTUNITY

General Role of the Position

The Chief Program Officer (CPO) will report to the Executive Director and will be based at the Institute's headquarters in downtown Tucson, Arizona. The CPO leads and coordinates the Sonoran Institute's program staff and portfolio of programs. The CPO also develops new priorities and programs as needs and opportunities emerge. The CPO also leads our program evaluation and accountability efforts.

The CPO is responsible for overseeing program planning, budgeting, execution, staffing, evaluation and accountability. A high priority is to foster an effective and inclusive team of program directors and team leaders. The CPO is also responsible for developing, implementing, and managing the program aspects of the annual budget in conjunction with the Chief Finance & Administrative Officer and Executive Director. The CPO works closely with the Executive Director and the Chief Development Officer to fundraise for program and institutional support, including foundation, agency and individual donor cultivation, solicitation, and maintenance.

The downtown Tucson headquarters exude a feeling of comfort and acceptance in a casual environment. Though the atmosphere is relaxed, the quality of work is of the highest caliber. Frank and freewheeling discussions on current topics are commonly heard throughout the office. Employees and our Board of Directors are educated about the issues, passionate about conservation, committed to collaboration, and eager to make change.

Located in southeast Arizona, Tucson is surrounded by the natural beauty of the Sonoran Desert. Tucson enjoys more sunshine than any other major city in the United States, is more than 2,400 feet above sea level and is surrounded by public lands. Tucson is also home to the University of Arizona, a premier academic and research institution.





Sonoran Institute Overview

The Sonoran Institute envisions a West where civil dialogue and collaboration are hallmarks of decision making. Since 1990, the Institute has been bringing together diverse interests to successfully forge effective and enduring conservation solutions through work in growth planning and management, public lands protection, policy reform, energy sustainability, drought and climate change adaptation and mitigation, and prosperity in the changing economy of the West.

Strategic Plan

Our Strategic Plan identifies four key “Legacy” landscapes and West-wide research and policy initiatives to address growth and sustainability challenges in the West.

Northern Rockies: This region is known for its public lands and protected wildlife areas; yet private land development threatens key wildlife corridors. The Institute protects large landscapes in the Northern Rockies by advocating for and implementing policies that shape growth to allow wildlife and humans to coexist. We promote smart growth principles and economic development around existing natural and cultural assets to protect scenic vistas, open spaces, small-town character and wild lands.

Western Colorado: Our work in western Colorado is guided by a vision of healthy rivers and landscapes, where compact, walkable communities are powered by renewable energy, connected by transit and surrounded by working ranches and wildlife habitat. Through place-based projects and region-wide training, research and outreach, we work with local partners to shape a more sustainable future for the region.

Sun Corridor: The fastest growing metropolitan area in the United States stretches from north of Phoenix to the south and east of Tucson. More than 10 million people are projected to live in this corridor by 2030. The Sonoran Institute is leading the development of a world-class model for a sustainable desert city, a commuter rail from Phoenix to Tucson, an extensive network of conservation lands, and new state policies to preserve remaining free-flowing rivers.

Colorado River Delta: What remains of the Colorado River Delta is an important wetland, a stopover for migrating birds and a leading source of freshwater to the Upper Gulf of California. The Institute is working to restore the Delta, to assist native people and other local communities with conservation efforts, and to ensure that development protects environmentally sensitive areas and creates local economic opportunities.

The Institute is restructuring its West-wide programs into six focused thematic program areas, with the goal of promoting conservation, renewable energy, sustainability and smart growth throughout the Intermountain West, and improved water management in the Colorado River basin.





Position Responsibilities

Staff Leadership

With responsibility for a \$3.5 million program budget which is 65% of the total overall budget and seven direct reports, the Chief Program Officer will motivate and lead a high performing team of program directors and program team leaders. Maintain and enhance teamwork among program directors and team leaders. Promote a culture of continuous improvement and learning. Strategize with program directors and team leaders on ways to continually improve the design, funding and implementation of program work. Supervisory responsibilities include: establish program priorities; prepare and monitor annual budgets, work plans and fundraising plans; conduct and oversee performance evaluations; inspire, mentor and train program directors; when necessary, enact disciplinary procedures or employment action.

Program Leadership

Monitor and promote the Institute's strategic vision. Oversee long-term program planning. Ensure a culture supportive of fundraising, sound financial management, high quality communications and highly effective program implementation. Develop and maintain systems to track and evaluate program activities, outcomes, successes, failures and lessons learned.

Institutional Leadership and Fundraising

Participate in donor cultivation, including field trips and house parties. Cultivate and manage funding partnerships with federal and state agencies. Assist in the development and implementation of annual fundraising plans for program and institutional support. Oversee planning and delivery of program reports for board meetings. Represent program perspective in weekly leadership meetings and ensure effective communication between organizational leadership and program staff.

The Chief Program Officer will oversee the entire Programs Team: the Northern Rockies Regional Director based in Bozeman MT, Sun Corridor Program Director based in Phoenix, AZ, Western Colorado Program Director based in Glenwood Springs, CO, and Colorado River Delta Program Director based in Tucson, AZ. In addition, the CPO will lead the restructuring of the previous West-wide program into six thematic teams, with a team leader who reports to the CPO. These West-wide thematic teams tentatively include: Large Landscape Conservation; Economics; Development Patterns and Sustainability; Sustainable Resource Development; Working Landscapes and Water and Land-Use in the Colorado River Basin.



Requirements and Application Procedure

How to Apply

The Sonoran Institute has retained the services of SBR Nonprofit Executive Search. Interested candidates should send their expression of interest, resume, salary history and expectations to Chris Spagnola at cspagnola@thinkingahead.com

Sonoran Institute is an Equal Opportunity Employer

Education

Degree in earth sciences, urban planning, economics or a field related to conservation. Advanced degree preferred.

Experience

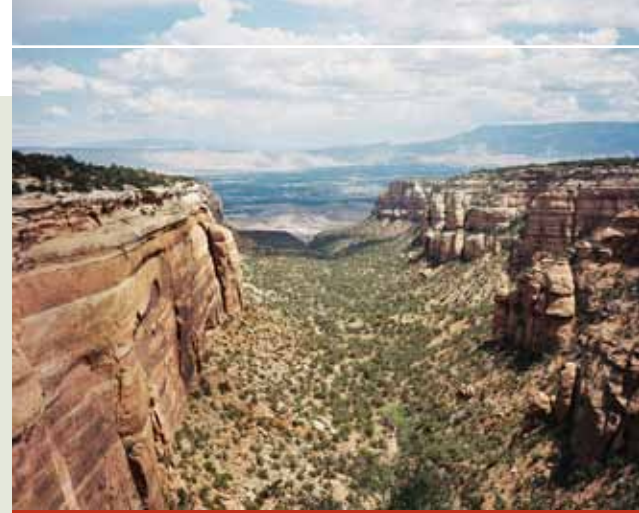
Ten years or more in a leadership position, preferably for a nonprofit organization related to Western conservation that includes responsibilities for program planning, budgeting, implementation, evaluation, and fundraising, as well as staff and consultant management.

Competencies

- Managing collaboratively, ensuring a positive team approach and stimulating effective internal communications.
- Managing multiple program priorities and staff simultaneously.
- Nonprofit management experience.
- Leading teams in diverse activities and locations.
- Advancing Western conservation and smart growth.
- Meeting and process facilitation background.

Other Requirements

- Willingness to travel up to 25% and sometimes on short notice.
- Current, valid driver's license and passport – this position requires local, state and regional travel, including Mexico.



*FOR OTHER GENERAL INQUIRIES
PLEASE CONTACT:*

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