



FOREST SOCIETY *of* MAINE

President and CEO • Forest Society of Maine

Position Guide • April 2024

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OVERVIEW

Position President and CEO

Reports to Board of Directors

Location Bangor, ME



MISSION

Forest Society of Maine conserves Maine's forestlands to sustain their ecological, economic, cultural, and recreational values.

OVERVIEW

The Forest Society of Maine (FSM) is a state-wide land trust particularly focused on Maine's North Woods, the largest expanse of forestland east of the Rocky Mountains. FSM is made up of people who care about the future of these lands and waters with its 5,000 lakes, its more than 4,000 miles of rivers and streams, its 12 million acres of productive forestlands, and its abundance of wildlife.



FSM leads conservation efforts in Maine's North Woods, home to over 12 million acres of contiguous forested landscape.

For forty years, FSM has helped pioneer landscape-scale forestland conservation through the development and implementation of conservation easements to sustain the ecological, economic, cultural, and recreational values of Maine's forests.

Since the organization was founded in 1984, FSM has helped conserve more than one million acres of forestland in the unorganized territories of Maine and in towns from Van Buren to Porter and Attean Township to Amherst. FSM strives to encourage thoughtful dialogue and conservation actions that encompass the full array of interests and ownerships in Maine's North Woods.

Maine's North Woods is a vast, forested landscape encompassing an area nearly 3.5 times the size of Connecticut. It's an area of mostly privately-owned lands, including nearly 12 million contiguous acres, with few public roads and limited services. Maine's North Woods contains:

- Major rivers and thousands of miles of smaller streams
- Thousands of remote lakes and ponds
- Grand mountains and hundreds of miles of trails for hiking, snowmobiling, and more
- Important habitat for fish and wildlife, including moose, loons, and Canada lynx
- Hundreds of thousands of acres of working forest, which produces lumber for boats and buildings; pulp for paper; and firewood and chips for heat and electricity.

Maine's forestlands have also sustained a flow of valuable, renewable forest products for more than 150 years. The 17 million acres of forests in Maine support the state's second largest industry, forest products, significantly contribute to tourism, provide habitat for a wide diversity of species and migratory birds, and sequester more than 60% man-made greenhouse gasses generated in Maine annually.

Forest products represent a significant industry in Maine, and the States's top export by industry last year was paper. Wood from Maine's forests is used in or for a wide variety of products including lumber, hardwood flooring, wood pellets, ax handles, and many kinds of paper products.

In 2009, the Forest Society of Maine became a nationally accredited land trust and attained accreditation renewal in 2014 and again in 2020. According to the national easement database, FSM is the fifth largest nonprofit conservation easement holder (by acreage) in the United States.

Forest Society of Maine has an excellent reputation across Maine and as a result, its conservation efforts are robust. Conserved lands include Big Spencer Mountain; Branch Lake; Fish River Chain of Lakes; Reed Forest; and West Branch. You can read more about FSM's conserved lands [here](#). The chart below notes the significance of FSM's efforts over the past 25+ years.

Statement of Conservation Position

Forestlands conserved	July 31, 2023	July 31, 1997*
Total acres FSM has helped conserve**	1,137,313	21,189
Those involving conservation easements	1,069,845	20,242
% involving conservation easements	94%	96%
Acres conserved as working forests	1,030,060	20,242
Acres conserved as ecological reserve	102,901	947
% conserved as working forests	91%	96%
% conserved as ecological reserve	9%	4%
Examples of values conserved		
Number of lakes and ponds	187	9
Miles of lake, pond, and river shoreline	1004	68
Miles of streams	833	33
Number of mountain summits	30	2

*Year FSM became a staffed organization

**Includes conservation easements and lands acquired by other conservation organizations

FSM has an operating budget of approximately \$1.3M, and total assets of ~\$15M. The organization is led by 12 dedicated staff, is governed by a 25-member Board of Directors and supported by a 20-member Advisory Board. For more information about the Forest Society of Maine, please visit their website [here](#).

This is an important and exciting moment for FSM.

As a trusted and highly respected conservation organization in Maine, FSM is at an important and exciting moment to lead expansive conservation efforts, building on its programming, skillset, and reputation. The next President & CEO will play a crucial role in the successful execution of FSM's current strategic plan, while also working with the Board of Directors to strategize the future vision, mission and opportunities of the organization to ensure the natural environment and quality of life in Maine is conserved and stewarded for future generations.

FSM operates in a very biologically rich region, one that will be seriously impacted by economic factors, development, and climate change. FSM is poised to not only protect these biologically rich lands and waters but also to work toward a resilient future. The working landscapes of Maine are the lifeline for a host of vulnerable plants and animals that call this region home. Protecting these as sustainable and healthy forests is central to FSM's vision for the future.

Celebrating its 40th anniversary in 2024, the important work of the past four decades has laid a foundation for further ambitious land protection projects. Over the past ten years alone, FSM has protected thousands of acres of important conservation lands through sophisticated land transactions that meet the needs and goals of landowners, communities, and agency partners while furthering FSM's interests in land and water protection.

The forests that draw people to Maine are under the pressures of cyclic growth, complex land ownership, economic conditions, and climate change. Much of the scenic beauty and the integrity of the natural systems in the region is integrated with working landscapes. With the dynamic and changing environment in Maine's working forests, the future of working landscapes will likely be decided within the next 10 years. It is within this time frame that FSM has the opportunity to conserve as much of Maine's key forest land as possible.

The next President & CEO will work with the Board of Directors, staff and partners to drive activities to meet this important mission and moment, collaborating with the Board, staff and partners to leverage 40 years of success into a stronger future for Maine. This will require continued strategic engagement with the Board and partners to meet the needs of Maine landowners, while also increasing the capacity of FSM's human and financial resources to deliver its mission.

Reporting to the Board of Directors, the President/CEO is charged with carrying out the Forest Society of Maine's policies and programs.

Working in collaboration with a dedicated and experienced staff and highly engaged board, the CEO advances FSM's mission. Building on a highly successful forest easement stewardship and conservation history, the CEO has knowledge of Maine's forests, its communities and constituencies, and its ecological, economic, cultural, and recreational values.

The CEO is a visionary and pragmatic leader committed to a high level of excellence. The CEO has the capacity and enthusiasm to successfully plan and launch new conservation opportunities as they are presented on a regular basis.

The CEO is results-oriented, uses good time management skills, oversees the implementation of multiple conservation projects from inception to completion, in addition to overseeing a nationally recognized easement stewardship program. The CEO develops long-range strategies and vision, builds financial and leadership support, ensures effective organizational governance, and nurtures and develops key partnerships and initiatives.

Leadership

- Lead the organization and harness the strength of a highly energetic and engaged Board so that it may set and accomplish strategic goals, establish policy, and grow human and financial resources to assure continued success.
- Champion and articulate FSM's mission with existing donors and new prospects, communicate regularly with funders and strategically build new relationships and revenue sources to enable FSM to fulfill its mission.
- Serve as the spokesperson and public face of FSM: taking a "place at the table" with other major conservation and environmental organizations at the state and national level.
- Inspire, supervise, and hold accountable an experienced staff while maintaining an environment of collaboration and collegiality; ensure that organizational changes are implemented with participation, transparency, and respect.

- Maintain sound financial policies, practices, and procedures, including submission of annual operating and capital budgets to the Board for its approval.
- Ensure that the systems, processes, and structure of the organization support effective and efficient operations. Seek opportunities to enhance productivity using technology.
- Recommend program directions and modifications based on the existing strategic plan with an eye to leading board, staff, and stakeholders through the next strategic planning process.
- Ensure that day to day operations and programs are effectively administered, follow best practices, and demonstrate leadership in the field.

Land Protection and Stewardship

- Oversee the administration of FSM's forestland protection and stewardship programs.
- Lead, along with conservation staff, in the development and implementation of projects aimed at conserving the economic, environmental, recreational, and cultural values of important forestlands in Maine.
- Develop and maintain productive working relationships with forest landowners, conservation organizations, state and federal agencies, and other interests.
- Maintain current knowledge about conservation easements, fee acquisitions, and other innovative conservation strategies.
- Ensure the FSM stewardship program continues to adhere to Land Trust Alliance Standards and Practices and maintains its reputation for excellence.
- Oversee and support FSM's Wabanaki engagement efforts including ongoing learning, incorporating cultural components into FSM easement language and investigating other means of blending Wabanaki land objectives with FSM's mission.

Fundraising

- Devote a significant portion (approximately 40%) of time to securing financial support for the organization and its projects. Working with the Board, staff, and others, the CEO participates in the cultivation and solicitation of individual, corporate, and foundation gifts.

- Initiate discussions to develop and implement organizational fundraising plans and conservation project campaigns.
- Support FSM donor stewardship including signing acknowledgments and other annual mailings.

Administration

- Oversee all aspects of the daily operations of FSM including program development and management, production of annual work plans and budgets, hiring, supervision, and termination of staff and consultants, and oversight of budget and legal affairs.
- Ensuring the financial integrity of the organization including the proper management of endowments, savings, and other assets.
- Oversee the development and the implementation of long-range strategic plans.
- Manage quarterly board meetings, executive committee and governance committee meetings and attend other board committee meetings.
- Responsible for maintaining a healthy and rewarding work environment for employees.



Forest Society of Maine seeks a leader who is passionate about its mission, committed to excellence, supportive of its culture, and strategic about its future.

The next leader of FSM must be ready to join with the Board in pursuing strategic goals in land conservation and stewardship through a proven ability in strategic leadership, fundraising, program management and oversight, collaborative ventures, and constituency building.

STRATEGIC AND VISIONARY LEADERSHIP

The ideal candidate will have a background that includes a high-level of strategic leadership and management combined with an extraordinary understanding of relationship-driven philanthropy, partnership, and constituent management with an emphasis on understanding the unique culture of Maine landowners. Knowledge of forests and commitment to FSM's approach to sustaining them as they become increasingly recognized as globally significant is central to this role. A pragmatic, results-oriented leader who is flexible and adaptable to change, who can nimbly and strategically respond to opportunities and challenges is required.

This individual should have experience envisioning and articulating an achievable and measurable strategy for staff, board, and partners and possess strong negotiation skills to support conservation easement efforts. The ability to strategize, conceptualize, plan, organize, critically analyze, and follow through with programs, projects, budgets, staff, board of directors and advisory committee members, other volunteers, and a variety of constituencies is required.

Successful candidates will possess strong management and team-building skills, including the ability to set clear priorities, realistic but ambitious goals, and delegate effectively. Tactfulness to inspire cross-collaboration with stakeholders, including but not limited to communities, business owners, landowners, tribal leaders, and donors is expected. A commitment to integrating a diversity and equity lens into the work of FSM.

AUTHENTIC SPOKESPERSON AND ADEPT RELATIONSHIP BUILDER

The successful candidate will exhibit exceptional interpersonal skills to effectively interact with Board, staff, environmental advocates and policy leaders, landowners, government officials, partners, donors and other key stakeholders. They will have the ability to balance and tactfully negotiate among opposing viewpoints within and outside the organization and to compromise when necessary. High sensitivity to work with diverse personalities, ability to listen as well as give advice, to respect the views and abilities of others, and to collaborate with integrity, consistency, good judgment, and a sense of humor are important.

This leader is an effective ambassador who can effectively convey FSM's mission and vision to motivate partners and inspire public support for land conservation. Experience building effective coalitions with diverse partners and organizations. They exhibit a high level of emotional intelligence with a demonstrated ability to build trust and credibility with all partners. Humility, particularly with landowners and residents, rooted in respect and grace, is expected.

PROVEN FUNDRAISER

The ideal candidate must have experience and proven success in expanding, diversifying and sustaining an organization's funding base by raising significant resources from individuals, foundations, corporations, and public entities on behalf of its mission and organization. Demonstrated written and verbal communication/presentation skills, as well as the ability to articulate FSM's mission with passion, authenticity, enthusiasm and a focus toward action to a variety of local, statewide and national audiences is required.

Demonstrated success making large asks, individually and in partnership with volunteer ambassadors and a track record of personal involvement in fundraising is required. Knowledge of, and existing relationships with, relevant and aligned funders is preferred. The ability to passionately convey the ecological importance of forested landscapes, forest products businesses, forest landowners, and forest-related recreation to existing and potential new funding partners is required.

CULTURE LEADER

The ideal candidate will be a strong and effective leader; a strong listener with an inclusive, team-oriented management style that inspires, empowers, motivates, and develops staff. This leader will drive accountability within the organization and ensure a culture of respect, collaboration, and expertise is fostered. A leader who is a capacity-builder with experience expanding staff to meet the capacity needs of the organization is preferred. The candidate will also have a keen ability to establish and maintain a productive and positive organizational culture with all stakeholders (i.e. staff, board, donors, and partners).

EXPERIENCE AND EDUCATION

Executive level achievement in the fields of conservation, non-profit, forest-related business, policy, law and/or related fields is preferred. Nonprofit management experience is desired. A bachelor's degree from an accredited college or university with an emphasis in forestry, or natural resources/environment is required; a master's or law degree is desired. Knowledge of Maine forests and their ecological, economic, cultural and/or recreational attributes is beneficial. A genuine and authentic connection to nature and the outdoors is required.



Forest Society of Maine offers a competitive salary and benefits package.

The compensation range for this position annually is between \$120,00 - \$160,000. FSM offers generous health insurance, retirement, PTO and other benefits.

How to apply

If you want to lead this dynamic organization, please confidentially submit a current resume and cover letter to Kittleman & Associates. The cover letter is an opportunity to showcase your passion for the Forest Society of Maine's vision and mission, as well organizational impact in current or prior roles.

The position will remain open until filled, but applicants are highly encouraged to submit their materials as soon as possible to ensure full consideration.

→ [SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE HERE](#)
[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)

COMMITMENT TO DIVERSITY

The Forest Society of Maine (FSM) recognizes the importance and urgency of increasing diversity, equity, inclusion, and justice in all elements of our mission and work. We believe that, just as biodiversity strengthens natural systems, the contributions, experiences, perspectives, and values of diverse individuals and communities strengthen conservation.

We are better collaborators when our staff, board of directors, advisors, donors, and partners reflect the full diversity of the people connected to the lands that FSM serves. FSM is committed in all we do to freedom from discrimination based on race, gender identity, ethnicity, sexual identity, age, ability, religion, political philosophy, veteran, socio-economic, or other status. We endeavor to pursue land conservation and stewardship in a manner that values and acknowledges different ideas and perspectives, as well as historical injustices, and that strives to ensure equitable access to lands and resources.

